

PUBLIC DISCLOSURE COPY

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

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

2023

Open to Public Inspection

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

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization PARTNERS OF THE AMERICAS, INC.		D Employer identification number 52-0848769
	Doing business as		E Telephone number (202) 628-3300
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	G Gross receipts \$ 28,819,726.
	1424 K STREET, NW	700	H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	City or town, state or province, country, and ZIP or foreign postal code WASHINGTON, DC 20005		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No
F Name and address of principal officer: JOHN MCPHAIL SAME AS C ABOVE			H(c) Group exemption number
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			
J Website: WWW.PARTNERS.NET			
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other			L Year of formation: 1964 M State of legal domicile: DC

Part I Summary		Prior Year	Current Year
Activities & Governance	1 Briefly describe the organization's mission or most significant activities: SEE PART III, LINE 1.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	17
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	17
	5 Total number of individuals employed in calendar year 2023 (Part V, line 2a)	5	60
	6 Total number of volunteers (estimate if necessary)	6	18
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	28,375,359.	28,817,201.
	9 Program service revenue (Part VIII, line 2g)	1,446.	0.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	819.	0.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	2,311.	2,525.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	28,379,935.	28,819,726.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	8,062,871.	7,832,708.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	10,182,022.	12,233,963.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25)	0.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	10,080,402.	8,743,541.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	28,325,295.	28,810,212.	
19 Revenue less expenses. Subtract line 18 from line 12	54,640.	9,514.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	24,826,747.	20,930,816.
	21 Total liabilities (Part X, line 26)	24,726,490.	20,821,045.
	22 Net assets or fund balances. Subtract line 21 from line 20	100,257.	109,771.

Part II Signature Block

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

Sign Here	Signature of officer JOHN MCPHAIL, CEO/PRESIDENT	Date 10/23/2024			
	Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name RICHARD J. LOCASTRO, CPA	Preparer's signature <i>Richard J. Locastro</i>	Date 10/23/2024	Check if self-employed <input type="checkbox"/>	PTIN P00288314
	Firm's name GELMAN, ROSENBERG & FREEDMAN	Firm's EIN 52-1392008	Firm's address 4550 MONTGOMERY AVE SUITE 650N BETHESDA, MD 20814-2930		
Phone no. (301) 951-9090					

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: PARTNERS OF THE AMERICAS (PARTNERS) IS A NETWORK OF CITIZENS FROM LATIN AMERICA, THE CARIBBEAN, AND THE UNITED STATES, WHO VOLUNTEER TO WORK TOGETHER TO IMPROVE THE LIVES OF PEOPLE ACROSS THE REGION, THROUGH NONPOLITICAL, COMMUNITY-BASED ACTIVITIES.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code:) (Expenses \$ 9,272,682. including grants of \$ 2,229,379.) (Revenue \$) AGRICULTURE AND FOOD SECURITY UNIT: PARTNERS DEVELOPS INNOVATIVE, MARKET-DRIVEN SOLUTIONS AND FOSTERS PRODUCTIVE PARTNERSHIPS TO CREATE SUSTAINABLE CHANGE. PARTNERS STIMULATES ECONOMIC DEVELOPMENT BY BUILDING LOCAL CAPACITY, CATALYZING INNOVATION, AND CREATING BROADER ACCESS TO RESOURCES. PARTNERS HAS IMPLEMENTED ECONOMIC DEVELOPMENT PROGRAMS FOR MORE THAN 30 YEARS IN OVER 30 COUNTRIES IN LATIN AMERICA, THE CARIBBEAN, AFRICA, AND ASIA. OVER TIME, PARTNERS HAS EMPOWERED STAKEHOLDERS AND BENEFICIARIES TO INCREASE PRODUCTIVITY, COMPETITIVENESS, AND LOCAL CAPACITY. SINCE 2012, PARTNERS HAS ALSO WORKED TO INCREASE PHYSICAL AVAILABILITY OF AND ECONOMIC ACCESS TO NUTRITIOUS FOOD THROUGH CONSUMPTION OF FORTIFIED FOODS, AND RAISE AWARENESS REGARDING BASIC NUTRITION, WATER, SANITATION AND HYGIENE.

4b (Code:) (Expenses \$ 6,825,047. including grants of \$ 1,807,977.) (Revenue \$) LABOR UNIT: PARTNERS WORKS TO ERADICATE CHILD LABOR, FORCED LABOR, HUMAN TRAFFICKING, WHILE PROMOTING ACCEPTABLE CONDITIONS OF WORK AND INTERNATIONAL LABOR STANDARDS. THE LABOR UNIT IS ALSO CURRENTLY IMPLEMENTING A PROJECT TO CARRY OUT INNOVATIVE MESSAGING ACTIVITIES TRAGETING POTENTIAL MIGRANT POPULATIONS IN MEXICO TO DETER THEM FROM IRREGULAR MIGRATION. THE LABOR UNIT IS COMPRISED OF SEVEN PROJECTS IN TOTAL. FOUR PROJECTS ARE FUNDED BY THE UNITED STATES DEPARTMENT OF LABOR (USDOL): PALMA FUTURO, THE MEXICO AWARENESS RAISING PROJECT, ADVANCING LABOR COMPLIANCE IN COLOMBIA'S PORT SECTOR AND IMPROVING SUBSTANTIVE GENDER EQUALITY IN THE MEXICAN WORKPLACE. THREE PROJECTS ARE FUNDED BY THE UNITED STATES DEPARTMENT OF STATE (DOS): ANDE KO' IN PARAGUAY, FROM THE OFFICE TO MONITOR AND COMBAT TRAFFICKING IN PERSONS

4c (Code:) (Expenses \$ 6,736,957. including grants of \$ 3,795,352.) (Revenue \$) EDUCATION UNIT: PARTNERS IS DEDICATED TO ADVANCING EDUCATION BY EMPOWERING INDIVIDUALS TO CULTIVATE THE KNOWLEDGE, SKILLS, AND VALUES ESSENTIAL FOR EFFECTIVE GLOBAL ENGAGEMENT. OUR INITIATIVES SPAN ACROSS THE EDUCATIONAL SPECTRUM, ENCOMPASSING PRESCHOOL THROUGH SECONDARY EDUCATION WITH A WEALTH OF EXPERIENCE IN REMEDIAL EDUCATION, LEARNING RECOVERY, AND ACCELERATED LEARNING, INCLUDING WITHIN MIGRANT COMMUNITIES. IN PARALLEL, WE HAVE SUCCESSFULLY COLLABORATED WITH DONORS AND THE PRIVATE SECTOR IN WORKFORCE DEVELOPMENT ENDEAVORS, ENABLING YOUNG INDIVIDUALS TO HONE THEIR SKILLS AND SECURE EMPLOYMENT OPPORTUNITIES. OUR EXPERTISE EXTENDS TO EXCHANGE PROGRAMS, FACILITATED THROUGH PARTNERSHIPS WITH MORE THAN 2,500 HIGHER EDUCATION INSTITUTIONS AND COMMUNITY-BASED ORGANIZATIONS. THROUGH THESE ALLIANCES, WE PROVIDE

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

4e Total program service expenses 22,834,686.

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with 3 columns: Question number, Yes, No. Rows 1a-1c regarding Form 1096, Forms W-2G, and backup withholding rules.

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

Table with columns for question number, question text, and Yes/No columns. Includes questions 2a through 17 regarding employee counts, tax returns, gross income, foreign accounts, prohibited transactions, and charitable contributions.

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

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

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year (17); 1b Enter the number of voting members included on line 1a, above, who are independent (17); 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? (X); 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? (X); 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? (X); 5 Did the organization become aware during the year of a significant diversion of the organization's assets? (X); 6 Did the organization have members or stockholders? (X); 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? (X); 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? (X); 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? (X); b Each committee with authority to act on behalf of the governing body? (X); 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O (X).

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? (X); 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? (X); 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? (X); 11b Describe on Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 (X); 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? (X); 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done (X); 13 Did the organization have a written whistleblower policy? (X); 14 Did the organization have a written document retention and destruction policy? (X); 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 (X); b Other officers or key employees of the organization (X); If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? (X); 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? (X).

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed NONE
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. [X] Own website [] Another's website [X] Upon request [] Other (explain on Schedule O)
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records
SARA JEBENA - 202-638-3300
1424 K STREET, NW, #700, WASHINGTON, DC 20005

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JOHN MCPHAIL CEO/PRESIDENT	40.00 2.00			X				282,514.	0.	58,133.
(2) PABLO RAMIREZ CHIEF OF PARTY COLOMBIAN CACAO & C4D	40.00				X			216,576.	0.	43,649.
(3) GUSTAVO PAYAN CHIEF OF PARTY, JUNTOS APRENDEMOS	40.00				X			208,940.	0.	44,456.
(4) MICHAEL MOSCARELLI COO	40.00			X				185,054.	0.	40,678.
(5) DEBRA COOPER CHIEF FINANCIAL OFFICER	40.00			X				193,178.	0.	29,796.
(6) CARMEN PENA SENIOR VP, PROGRAMS	40.00			X				185,054.	0.	35,566.
(7) NATALIE ABEGESAH VP OF HUMAN RESOURCES	40.00			X				167,004.	0.	35,919.
(8) JULIANA BORGES DE ARAUJO VP, ORGANIZATIONAL ADVANCEMENT	40.00			X				154,656.	0.	22,780.
(9) JAMIES DI FRANCESCA SENIOR DIR. TECHNICAL INNOVATION	40.00				X			150,513.	0.	12,975.
(10) PASCALE WARNER COUNTRY DIRECTOR, COLOMBIA	40.00				X			115,326.	0.	31,235.
(11) MARCIO NASCIMENTO VP, BUSINESS DEVELOPMENT	40.00				X			100,514.	0.	15,408.
(12) ASHISH ABRAHAM CHAIR	2.00 2.00	X		X				0.	0.	0.
(13) MARIA GILDA BATTAGLIESE VICE-CHAIR	2.00	X		X				0.	0.	0.
(14) BETH OUTTERSON TREASURER	2.00 2.00	X		X				0.	0.	0.
(15) HEATHER MARTINEZ LEZCANO SECRETARY	2.00	X		X				0.	0.	0.
(16) AUBREY COX OTTENSTEIN MEMBER	2.00	X						0.	0.	0.
(17) CATHY HEALY MEMBER	2.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) ELIAS MIGUEL ALCOCER PUERTO MEMBER	2.00	X						0.	0.	0.
(19) LUCIA HELENA DE ARAUJO LIMA MEMBER	2.00	X						0.	0.	0.
(20) JEFF RICHTER MEMBER	2.00	X						0.	0.	0.
(21) JOAO FRANCISCO PEREIRA DE MEIRA MEMBER	2.00	X						0.	0.	0.
(22) JUAN ARRATIA MEMBER	2.00	X						0.	0.	0.
(23) JUAN PABLO GONZALEZ MEMBER	2.00	X						0.	0.	0.
(24) PAULA LASCHOBER MEMBER	2.00	X						0.	0.	0.
(25) PAULA SOFIA VILLANUEVA ARAGON MEMBER	2.00	X						0.	0.	0.
(26) VICTOR LOBO MEMBER	2.00	X						0.	0.	0.
1b Subtotal								1,959,329.	0.	370,595.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,959,329.	0.	370,595.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 11

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
EDUARDO BEJARANO CALLE 70A #1-10 AP 301, BOGOTA, COLOMBIA	PROJECT DIRECTOR SERVICES	158,005.
MACARENA JIMENEZ, CARRERA 17 #7-126 APT 1002, PEREIRA-RISARALDA, COLOMBIA	PROJECT DIRECTOR SERVICES	144,132.
ANA CAROLINA RUBI, COL. PRIMAVERA 4 AVE, 3 Y 4 CALLE, TEGUCIGALPA, HONDURAS	PROJECT DIRECTOR SERVICES	137,616.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 3

SEE PART VII, SECTION A CONTINUATION SHEETS

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

Table with 6 main columns: (A) Name and title, (B) Average hours per week, (C) Position (Individual trustee or director, Institutional trustee, Officer, Key employee, Highest compensated employee, Former), (D) Reportable compensation from the organization, (E) Reportable compensation from related organizations, (F) Estimated amount of other compensation. Includes entries for STEVE C. RICHARDS and WAYNE F.A. WILLIAMS.

Total to Part VII, Section A, line 1c

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a				
	b	Membership dues	1b	13,469.			
	c	Fundraising events	1c				
	d	Related organizations	1d	56,830.			
	e	Government grants (contributions)	1e	28,703,177.			
	f	All other contributions, gifts, grants, and similar amounts not included above ...	1f	43,725.			
	g	Noncash contributions included in lines 1a-1f	1g	\$			
	h	Total. Add lines 1a-1f		28,817,201.			
Program Service Revenue	2 a	_____	Business Code				
	b	_____					
	c	_____					
	d	_____					
	e	_____					
	f	All other program service revenue					
	g	Total. Add lines 2a-2f					
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)					
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross rents	6a	(i) Real	(ii) Personal		
	b	Less: rental expenses ...	6b				
	c	Rental income or (loss)	6c				
	d	Net rental income or (loss)					
	7 a	Gross amount from sales of assets other than inventory	7a	(i) Securities	(ii) Other		
	b	Less: cost or other basis and sales expenses	7b				
	c	Gain or (loss)	7c				
	d	Net gain or (loss)					
8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
b	Less: direct expenses	8b					
c	Net income or (loss) from fundraising events						
9 a	Gross income from gaming activities. See Part IV, line 19	9a					
b	Less: direct expenses	9b					
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances	10a					
b	Less: cost of goods sold	10b					
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a	OTHER REVENUE	Business Code	900099	2,525.	2,525.	
	b	_____					
	c	_____					
	d	All other revenue					
	e	Total. Add lines 11a-11d		2,525.			
12	Total revenue. See instructions		28,819,726.	0.	0.	2,525.	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	2,541,793.	2,541,793.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	5,290,915.	5,290,915.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,390,332.	227,026.	1,163,306.	
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	7,816,540.	6,214,715.	1,601,825.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	250,968.	238,968.	12,000.	
9 Other employee benefits	2,390,354.	1,765,977.	624,377.	
10 Payroll taxes	385,769.	275,018.	110,751.	
11 Fees for services (nonemployees):				
a Management				
b Legal	21,130.	11,208.	9,922.	
c Accounting	108,540.	35,099.	73,441.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	3,109,016.	2,200,082.	908,934.	
12 Advertising and promotion	189,940.	100,750.	89,190.	
13 Office expenses	279,222.	213,600.	65,622.	
14 Information technology	115,778.	61,412.	54,366.	
15 Royalties				
16 Occupancy	871,502.	449,256.	422,246.	
17 Travel	2,374,368.	2,069,106.	305,262.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	567,153.	442,102.	125,051.	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	73,950.		73,950.	
23 Insurance	61,055.	29,991.	31,064.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a OTHER PROGRAM SERVICES	401,471.	347,716.	53,755.	
b DUES AND SUBSCRIPTIONS	351,788.	127,388.	224,400.	
c PRINTING & PUBLICATIONS	99,042.	92,787.	6,255.	
d PAYROLL SERVICES	57,026.	48,198.	8,828.	
e All other expenses	62,560.	51,579.	10,981.	
25 Total functional expenses. Add lines 1 through 24e	28,810,212.	22,834,686.	5,975,526.	0.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	155,274.	1	915,842.
	2 Savings and temporary cash investments	19,080,133.	2	15,843,359.
	3 Pledges and grants receivable, net	1,688,891.	3	1,279,498.
	4 Accounts receivable, net	313,997.	4	36,148.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	345,888.	9	210,858.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 410,716.		
	b Less: accumulated depreciation	10b 286,055.	198,611.	10c 124,661.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	3,043,953.	15	2,520,450.
16 Total assets. Add lines 1 through 15 (must equal line 33)	24,826,747.	16	20,930,816.	
Liabilities	17 Accounts payable and accrued expenses	2,401,562.	17	2,599,410.
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	22,324,928.	25	18,221,635.
	26 Total liabilities. Add lines 17 through 25	24,726,490.	26	20,821,045.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	100,257.	27	109,771.
	28 Net assets with donor restrictions		28	
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	100,257.	32	109,771.
33 Total liabilities and net assets/fund balances	24,826,747.	33	20,930,816.	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	28,819,726.
2	Total expenses (must equal Part IX, column (A), line 25)	2	28,810,212.
3	Revenue less expenses. Subtract line 2 from line 1	3	9,514.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	100,257.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	109,771.

Part XII Financial Statements and Reporting

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

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

	Yes	No
1		
2a		X
2b	X	
2c	X	
3a	X	
3b	X	

Form 990 (2023)

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	8787543.	8217466.	16716836.	28375359.	28817201.	90914405.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	8787543.	8217466.	16716836.	28375359.	28817201.	90914405.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						90914405.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	8787543.	8217466.	16716836.	28375359.	28817201.	90914405.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	791.			819.		1,610.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	11,875.	1,589.	-30,029.	2,311.	2,525.	-11,729.
11 Total support. Add lines 7 through 10						90904286.
12 Gross receipts from related activities, etc. (see instructions)					12	67,240.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	100.00	%
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	99.64	%
16a 33 1/3% support test - 2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
b 33 1/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			<input type="checkbox"/>

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

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

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

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

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

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

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

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? a A person who directly or indirectly controls... b A family member... c A 35% controlled entity...

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the governing body, members of the governing body, officers acting in their official capacity... Row 2: Did the organization operate for the benefit of any supported organization other than the supported organization(s)...

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year... Row 2: Were any of the organization's officers, directors, or trustees either (i) appointed or elected... Row 3: By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice...

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). a The organization satisfied the Activities Test... b The organization is the parent of each of its supported organizations... c The organization supported a governmental entity... Row 2: Activities Test. Answer lines 2a and 2b below. a Did substantially all of the organization's activities during the tax year directly further the exempt purposes... b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement... Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees... b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations?

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

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

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

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

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

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

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

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

Part VI

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

Multiple horizontal lines for supplemental information.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2023

Name of the organization

PARTNERS OF THE AMERICAS, INC.

Employer identification number

52-0848769

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

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

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

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

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

501(c)(3) taxable private foundation

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

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

General Rule

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

Special Rules

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

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

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

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

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

Schedule B (Form 990) (2023)

Name of organization PARTNERS OF THE AMERICAS, INC.	Employer identification number 52-0848769
---	---

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	_____ _____ _____	\$ <u>14,897,416.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	_____ _____ _____	\$ <u>8,516,295.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	_____ _____ _____	\$ <u>3,868,077.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	_____ _____ _____	\$ <u>1,421,389.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization PARTNERS OF THE AMERICAS, INC.	Employer identification number 52-0848769
---	---

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

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

Name of organization PARTNERS OF THE AMERICAS, INC.	Employer identification number 52-0848769
---	---

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

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

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

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

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

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

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

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

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

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization **PARTNERS OF THE AMERICAS, INC.** Employer identification number **52-0848769**

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

	(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 advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
 Preservation of land for public use (for example, recreation or education) Preservation of a 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 held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included on line 2a	2c
d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year _____

4 Number of states where property subject to conservation easement is located _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenue included on Form 990, Part VIII, line 1 \$ _____

(ii) Assets included in Form 990, Part X \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 \$ _____

b Assets included in Form 990, Part X \$ _____

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

Schedule D (Form 990) 2023

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

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

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

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

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

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

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

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		125,070.	82,177.	42,893.
d Equipment		132,122.	125,172.	6,950.
e Other		153,524.	78,706.	74,818.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				124,661.

Part VII Investments - Other Securities

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets

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

(a) Description	(b) Book value
(1) PROGRAM ADVANCES	921,729.
(2) ARTWORK	15,648.
(3) DEPOSITS	44,876.
(4) RIGHT-OF-USE ASSET	1,538,197.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	2,520,450.

Part X Other Liabilities

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) REFUNDABLE ADVANCES	16,622,384.
(3) OPERATING LEASE LIABILITY	1,599,089.
(4) DUE TO PARTNERS OF THE AMERICAS	
(5) FOUNDATION	162.
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	18,221,635.

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

**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

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

Attach to Form 990.

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization PARTNERS OF THE AMERICAS, INC.	Employer identification number 52-0848769
---	---

Part I General Information on Activities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

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

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
SOUTH AMERICA	0	4	MANAGEMENT AND GENERAL		443,548.
NORTH AMERICA	0	2	MANAGEMENT AND GENERAL		58,913.
CENTRAL AMERICA AND THE CARIBBEAN	0	1	MANAGEMENT AND GENERAL		6,718.
SUB-SAHARAN AFRICA	1	4	PROGRAM SERVICES	PROGRAMS BY THE DEPARTMENT OF US AGENCY FOR INTERNATIONAL DEVELOPMENT IN MORROCO,	100,705.
SOUTH AMERICA	10	68	PROGRAM SERVICES	PROGRAMS BY THE DEPARTMENT OF LABOR IN COLOMBIA, VENEZUELA, PARAGUAY, ECUADOR,	6,787,350.
EAST ASIA AND THE PACIFIC	0	2	PROGRAM SERVICES	PROGRAMS BY THE DEPARTMENT OF US AGENCY FOR INTERNATIONAL DEVELOPMENT IN	47,586.
NORTH AMERICA	4	13	PROGRAM SERVICES	ASSIST IN THE IMPLEMENTATION OF DEPARTMENT OF LABOR AND DEPARTMENT OF STATE IN	3,094,614.
SOUTH AMERICA	0	0	GRANTS TO RECIPIENTS IN THE REGION		4,348,056.
3 a Subtotal	15	94			14,887,490.
b Total from continuation sheets to Part I	3	7			2,525,812.
c Totals (add lines 3a and 3b)	18	101			17,413,302.

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

Schedule F (Form 990) 2023

SEE PART V FOR COLUMN (E) DESCRIPTIONS

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

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		NORTH AMERICA	INCREASE WORKERS, EMPLOYERS, AND UNION LEADERS UNDERSTANDING OF MEXICO'S NEW LABOR	155,846.	WIRE TRANSFER	0.		
		NORTH AMERICA	MAINTAIN AND DEVELOP STRONG RELATIONSHIPS WITH KEY CIVIL SOCIETY ACTORS,	177,402.	WIRE TRANSFER	0.		
		NORTH AMERICA	ENTER INTO A RESOURCE PARTNER AGREEMENT WITH CIPCO FOR THE IMPLEMENTATION OF	13,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	STRENGTHEN AWARENESS OF THE MEXICAN LABOR JUSTICE REFORM AMONG WORKERS, EMPLOYERS,	115,022.	WIRE TRANSFER	0.		
		NORTH AMERICA	HIRE WORKER TO DEVELOP POLICIES AND BUILD INTERNAL CAPACITY OF THE RMS	9,900.	WIRE TRANSFER	0.		
		NORTH AMERICA	IMPROVING SUBSTANTIVE GENDER EQUALITY IN THE MEXICAN WORKPLACE.	182,318.	WIRE TRANSFER	0.		
		NORTH AMERICA	TO IMPROVE THE IMPLEMENTATION OF SOCIAL COMPLIANCE SYSTEMS THAT PROMOTE	264,258.	WIRE TRANSFER	0.		
		NORTH AMERICA	TRANSFORMA MYM AS A SUBAWARDEE OF THE IMPROVING SUBSTANTIVE GENDER EQUALITY IN	25,113.	WIRE TRANSFER	0.		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter 0

3 Enter total number of other organizations or entities 16

SEE PART V FOR COLUMN (D) DESCRIPTIONS

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH AMERICA	INCREASE ACCESS TO EDUCATION IN COLOMBIA FOR CHILDREN AND ADOLESCENTS, AGES 3 TO	1132967.	WIRE TRANSFER	0.		
		SOUTH AMERICA	INCREASE ACCESS TO EDUCATION IN COLOMBIA FOR CHILDREN AND ADOLESCENTS, AGES 3 TO	1847178.	WIRE TRANSFER	0.		
		SOUTH AMERICA	THIS COST-REIMBURSABLE SUB-AWARD IS SIGNED UNDER THE USDA FOOD	153,152.	WIRE TRANSFER	0.		
		SOUTH AMERICA	INCREASE ACCESS TO EDUCATION IN COLOMBIA FOR CHILDREN AND ADOLESCENTS, AGES 3 TO	464,430.	WIRE TRANSFER	0.		
		SOUTH AMERICA	RESTORE VENEZUELAN AGRICULTURAL SYSTEMS AND STRENGTHEN FOOD SECURITY OF	245,094.	WIRE TRANSFER	0.		
		SOUTH AMERICA	HIRING CONTRACTOR AS A LABOR TECHNICAL EXPERT TO PROVIDE SUPPORT IN THE	9,500.	WIRE TRANSFER	0.		
		SOUTH AMERICA	HIRING CONTRACTOR AS A LABOR TECHNICAL EXPERT TO PROVIDE SUPPORT IN THE	5,400.	WIRE TRANSFER	0.		
		SOUTH AMERICA	TO IMPROVE THE IMPLEMENTATION OF SOCIAL COMPLIANCE SYSTEMS THAT PROMOTE	490,336.	WIRE TRANSFER	0.		

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see the Instructions for Form 926)* Yes No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see the Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see the Instructions for Form 5471)* Yes No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see the Instructions for Form 8621)* Yes No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see the Instructions for Form 8865)* Yes No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see the Instructions for Form 5713; don't file with Form 990)* Yes No

Part V Supplemental Information

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

PART I, LINE 2:

GRANTS ARE MONITORED BY DIFFERENT METHODS, DEPENDING ON THE NATURE OF THE GRANT. SOME GRANTS ARE PAID UPON RECEIPT OF DELIVERABLES; OTHERS ARE COST REIMBURSABLE. THE PROGRAM MANAGER OR CHIEF-OF-PARTY REVIEWS THE SUBMISSION FOR REIMBURSEMENT BEFORE PAYMENT HAS BEEN MADE. AN ESSENTIAL PART OF THIS REVIEW IS TO DETERMINE THAT THE PROGRAM OBJECTIVES ARE BEING MET IN A TIMELY MANNER.

PART I, LINE 3, COLUMN (E):

REGION: SUB-SAHARAN AFRICA

(E) SPECIFIC TYPES OF SERVICES IN REGION: PROGRAMS BY THE DEPARTMENT OF US AGENCY FOR INTERNATIONAL DEVELOPMENT IN MORROCO, PROGRAMS BY THE DEPARTMENT OF USDA IN MAURITANIA

REGION: SOUTH AMERICA

(E) SPECIFIC TYPES OF SERVICES IN REGION: PROGRAMS BY THE DEPARTMENT OF LABOR IN COLOMBIA, VENEZUELA, PARAGUAY, ECUADOR, PROGRAMS BY THE DEPARTMENT OF STATE FOR INTERNATIONAL DEVELOPMENT IN COLOMBIA, PROGRAMS BY STC IN VENEZUELA, PROGRAMS BY THE DEPARTMENT OF US AGENCY FOR INTERNATIONAL DEVELOPMENT IN COLOMBIA, VENEZUELA, PARAGUAY AND GUYANA, PROGRAMS BY THE USDA FOR INTERNATIONAL DEVELOPMENT IN COLOMBIA

REGION: EAST ASIA AND THE PACIFIC

(E) SPECIFIC TYPES OF SERVICES IN REGION: PROGRAMS BY THE DEPARTMENT OF US AGENCY FOR INTERNATIONAL DEVELOPMENT IN BURMA/MYANMAR

REGION: NORTH AMERICA

Part V Supplemental Information

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

(E) SPECIFIC TYPES OF SERVICES IN REGION: ASSIST IN THE IMPLEMENTATION OF DEPARTMENT OF LABOR AND DEPARTMENT OF STATE IN MEXICO.

REGION: CENTRAL AMERICA AND THE CARIBBEAN

(E) SPECIFIC TYPES OF SERVICES IN REGION: PROGRAMS BY THE DEPARTMENT OF US AGENCY FOR INTERNATIONAL DEVELOPMENT IN CENTRAL AMERICA, ASSIST IN THE IMPLEMENTATION OF FUNPADEM

PART II, COLUMN (D):

REGION: NORTH AMERICA

(D) PURPOSE OF GRANT: INCREASE WORKERS, EMPLOYERS, AND UNION LEADERS UNDERSTANDING OF MEXICO'S NEW LABOR SYSTEMS AND STRENGTHEN THE CAPACITY OF INSTITUTIONS MONITORING LABOR RIGHTS AND REFORM IMPLEMENTATION.

REGION: NORTH AMERICA

(D) PURPOSE OF GRANT: MAINTAIN AND DEVELOP STRONG RELATIONSHIPS WITH KEY CIVIL SOCIETY ACTORS, UNIONS, AND WORKERS THAT WILL PARTICIPATE IN THE IMPLEMENTATION OF STRENGTHENING MEXICO'S CAPACITY TO IDENTIFY, PREVENT, AND MITIGATE THE IMPACTS OF THE 2026 FIFA WORLD CUP ON THE REALIZATION OF LABOR RIGHTS AND HUMAN RIGHTS GUARANTEES.

REGION: NORTH AMERICA

(D) PURPOSE OF GRANT: ENTER INTO A RESOURCE PARTNER AGREEMENT WITH CIPCO FOR THE IMPLEMENTATION OF ACTIVITIES OF THE GEM PROJECT IN THE METROPOLITAN ZONE OF THE MEXICAN VALLEY (ZMVM).

REGION: NORTH AMERICA

Part V Supplemental Information

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

(D) PURPOSE OF GRANT: STRENGTHEN AWARENESS OF THE MEXICAN LABOR JUSTICE REFORM AMONG WORKERS, EMPLOYERS, AND UNION LEADERS.

REGION: NORTH AMERICA

(D) PURPOSE OF GRANT: HIRE WORKER TO DEVELOP POLICIES AND BUILD INTERNAL CAPACITY OF THE RMS AS A SUB-AWARDEE FOR DOL425.

REGION: NORTH AMERICA

(D) PURPOSE OF GRANT: TO IMPROVE THE IMPLEMENTATION OF SOCIAL COMPLIANCE SYSTEMS THAT PROMOTE ACCEPTABLE CONDITIONS OF WORK AND REDUCE CHILD LABOR AND FORCED LABOR IN THE PALM OIL SUPPLY CHAINS IN COLOMBIA AND ECUADOR.

REGION: NORTH AMERICA

(D) PURPOSE OF GRANT: TRANSFORMA MYM AS A SUBAWARDEE OF THE IMPROVING SUBSTANTIVE GENDER EQUALITY IN THE MEXICAN WORKPLACE PROJECT (DOL425) TO SUPPORT IN THE IMPLEMENTATION OF PROJECT ACTIVITY 11: PROVIDE TECHNICAL ASSISTANCE TO COMPANIES TO COMPLY WITH THE MEXICAN LABOR REFORM AND THE USMCA'S GENDER PROVISIONS, AND HOW TO WORK WITH UNIONS TO IMPROVE COMPLIANCE.

REGION: SOUTH AMERICA

(D) PURPOSE OF GRANT: INCREASE ACCESS TO EDUCATION IN COLOMBIA FOR CHILDREN AND ADOLESCENTS, AGES 3 TO 17 FOCUSING ON PRE-PRIMARY, PRIMARY AND SECONDARY, IN AREAS IMPACTED BY MIGRATION.

REGION: SOUTH AMERICA

(D) PURPOSE OF GRANT: INCREASE ACCESS TO EDUCATION IN COLOMBIA FOR

Part V Supplemental Information

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

CHILDREN AND ADOLESCENTS, AGES 3 TO 17 FOCUSING ON PRE-PRIMARY, PRIMARY AND SECONDARY, IN AREAS IMPACTED BY MIGRATION.

REGION: SOUTH AMERICA

(D) PURPOSE OF GRANT: THIS COST-REIMBURSABLE SUB-AWARD IS SIGNED UNDER THE USDA FOOD FOR PROGRESS CACAO FOR DEVELOPMENT PROJECT. THE SUB-AWARDEE WILL IMPLEMENT THE PROJECT'S ACTIVITY 2 TO DESIGN AND IMPLEMENT A PROGRAM TO STRENGTHEN THE MANAGERIAL AND COMMERCIAL CAPACITIES OF PRODUCER ORGANIZATIONS.

REGION: SOUTH AMERICA

(D) PURPOSE OF GRANT: INCREASE ACCESS TO EDUCATION IN COLOMBIA FOR CHILDREN AND ADOLESCENTS, AGES 3 TO 17 FOCUSING ON PRE-PRIMARY, PRIMARY AND SECONDARY, IN AREAS IMPACTED BY MIGRATION.

REGION: SOUTH AMERICA

(D) PURPOSE OF GRANT: RESTORE VENEZUELAN AGRICULTURAL SYSTEMS AND STRENGTHEN FOOD SECURITY OF VULNERABLE COMMUNITIES.

REGION: SOUTH AMERICA

(D) PURPOSE OF GRANT: HIRING CONTRACTOR AS A LABOR TECHNICAL EXPERT TO PROVIDE SUPPORT IN THE DEVELOPMENT AND IMPLEMENTATION OF INTERVENTION 1 OF THE COLOMBIA PORTS PROJECT.

REGION: SOUTH AMERICA

(D) PURPOSE OF GRANT: HIRING CONTRACTOR AS A LABOR TECHNICAL EXPERT TO PROVIDE SUPPORT IN THE DEVELOPMENT AND IMPLEMENTATION OF INTERVENTION 1

Part V Supplemental Information

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

OF THE COLOMBIA PORTS PROJECT.

REGION: SOUTH AMERICA

(D) PURPOSE OF GRANT: TO IMPROVE THE IMPLEMENTATION OF SOCIAL COMPLIANCE SYSTEMS THAT PROMOTE ACCEPTABLE CONDITIONS OF WORK AND REDUCE CHILD LABOR AND FORCED LABOR IN THE PALM OIL SUPPLY CHAINS IN COLOMBIA AND ECUADOR.

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

Attach to Form 990.

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization **PARTNERS OF THE AMERICAS, INC.** Employer identification number **52-0848769**

Part I General Information on Grants and Assistance

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

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
HIGH ATLAS FOUNDATION 511 SIXTH AVENUE #K110 NEW YORK, NY 10011	85-0478294	501(C)(3)	389,553.	0.			FARMER TO FARMER SUPPORT GRANT
GRAMEEN FOUNDATION USA 1400 K STREET, NW, SUITE 550 WASHINGTON, DC 20005	73-1502797	501(C)(3)	365,963.	0.			FARMER TO FARMER SUPPORT GRANT
THE UNIVERSITY OF TENNESSEE 1212 VOLUNTEER BLVD KNOXVILLE, TN 37996	62-6001636	GOVERNMENT	234,809.	0.			STUDENT SCHOLARSHIP GRANT
PURDUE UNIVERSITY 1281 WIN HENTSCHEL BLVD, SUITE 1100 - WEST LAFAYETTE, IN 47906-4182	35-6002041	GOVERNMENT	213,543.	0.			STUDENT SCHOLARSHIP GRANT
SOCIAL ACCOUNTABILITY INTERNATIONAL, INC-SAI - 9 EAST 37TH STREET, 10TH FLOOR - NEW YORK, NY 10016	13-3960591	501(C)(3)	206,687.	0.			DOL SUPPORT GRANT
CRDF GLOBAL 1776 WILSON BOULEVARD ARLINGTON, VA 22209	54-1773406	501(C)(3)	177,870.	0.			FARMER TO FARMER SUPPORT GRANT

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 13.

3 Enter total number of other organizations listed in the line 1 table 1.

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

Schedule I (Form 990) 2023

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CONVOY OF HOPE 1 CONVOY DRIVE SPRINGFIELD, MO 65802	68-0051386	501(C)(3)	121,993.	0.			FARMER TO FARMER SUPPORT GRANT
ENGINEERS WITHOUT BORDERS USA 1031 33RD ST #210 DENVER, CO 80204	84-1589324	501(C)(3)	97,983.	0.			FARMER TO FARMER SUPPORT GRANT
SOUTH DAKOTA SCHOOL OF MINES & TECHNOLOGY - 501 E ST JOSEPH ST - RAPID CITY, SD 57701	46-6000364	GOVERNMENT	32,477.	0.			STUDENT SCHOLARSHIP GRANT
UNIVERSITY OF OKLAHOMA 660 PARRINGTON OVAL NORMAN, OK 73019	73-1377584	GOVERNMENT	32,389.	0.			STUDENT SCHOLARSHIP GRANT
WILLIAM MARSH RICE UNIVERSITY 6100 MAIN ST HOUSTON, TX 77005	74-1109620	GOVERNMENT	30,136.	0.			STUDENT SCHOLARSHIP GRANT
BROWSE & GRASS GROWERS COOPERATIVE BGGC - N12835 COUNTY RD Q - DOWNING, WI 54734	38-3746319	OTHER	25,747.	0.			FARMER TO FARMER SUPPORT GRANT
COLLEGE OF SOUTHERN NEVADA 700 COLLEGE DR HENDERSON, NV 89002	94-2889686	GOVERNMENT	24,624.	0.			STUDENT SCHOLARSHIP GRANT
SAN DIEGO STATE UNIVERSITY FOUNDATION - 5250 CAMPANILE DR - SAN DIEGO, CA 92182-1901	95-6042721	GOVERNMENT	22,500.	0.			STUDENT SCHOLARSHIP GRANT
SOUTH CAROLINA - SOUTHWESTERN COLOMBIA PARTNERS, INC - 136 SAXONS FERRY DRIVE - LEXINGTON, SC 29072	51-0168177	501(C)(3)	16,479.	0.			STUDENT SCHOLARSHIP GRANT

Schedule I (Form 990)

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

GRANTS ARE MONITORED BY DIFFERENT METHODS, DEPENDING ON THE NATURE OF THE GRANT. SOME GRANTS ARE PAID UPON RECEIPT OF DELIVERABLES; OTHERS ARE COST REIMBURSABLE. THE PROGRAM MANAGER REVIEWS THE SUBMISSION FOR REIMBURSEMENT BEFORE PAYMENT HAS BEEN MADE. AN ESSENTIAL PART OF THIS REVIEW IS TO DETERMINE THAT THE PROGRAM OBJECTIVES ARE BEING MET IN A TIMELY MANNER.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

PARTNERS OF THE AMERICAS, INC.

Employer identification number

52-0848769

Part I Questions Regarding Compensation

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Schedule J (Form 990) 2023

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) JOHN MCPHAIL CEO/PRESIDENT	(i)	282,514.	0.	0.	28,226.	29,907.	340,647.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) PABLO RAMIREZ CHIEF OF PARTY COLOMBIAN CACAO & C4D	(i)	166,020.	0.	50,556.	18,183.	25,466.	260,225.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) GUSTAVO PAYAN CHIEF OF PARTY, JUNTOS APRENDEMOS	(i)	141,750.	0.	67,190.	7,796.	36,660.	253,396.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) MICHAEL MOSCARELLI COO	(i)	185,054.	0.	0.	18,450.	22,228.	225,732.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) DEBRA COOPER CHIEF FINANCIAL OFFICER	(i)	193,178.	0.	0.	19,292.	10,504.	222,974.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) CARMEN PENA SENIOR VP, PROGRAMS	(i)	185,054.	0.	0.	18,450.	17,116.	220,620.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) NATALIE ABEGESAH VP OF HUMAN RESOURCES	(i)	167,004.	0.	0.	16,695.	19,224.	202,923.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) JULIANA BORGES DE ARAUJO VP, ORGANIZATIONAL ADVANCEMENT	(i)	154,656.	0.	0.	9,540.	13,240.	177,436.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) JAMIES DI FRANCESCA SENIOR DIR. TECHNICAL INNOVATION	(i)	150,513.	0.	0.	12,531.	444.	163,488.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

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

PART I, LINE 1A:

EXPATRIATE EMPLOYEES RECEIVE HOUSING ALLOWANCES.

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

PARTNERS OF THE AMERICAS, INC.

Employer identification number

52-0848769

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

(TIP), MEXICO UNITED 2026 FROM THE BUREAU OF DEMOCRACY, HUMAN RIGHTS,
AND LABOR (DRL) AND THE MEXICO MIGRATION MESSAGING PROJECT FROM THE
U.S. EMBASSY IN MEXICO CITY.

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

NOT ONLY CONNECTIONS BUT ALSO VITAL FINANCIAL SUPPORT MECHANISMS,
ENABLING MEANINGFUL INTERNATIONAL EXPERIENCES THAT FOSTER SUSTAINABLE
COMMUNITY-BASED INITIATIVES, PERSONAL AND PROFESSIONAL GROWTH, AND
INCREASED CULTURAL AWARENESS ACROSS THE WESTERN HEMISPHERE. THE
EDUCATION UNIT (EU) IS COMPRISED OF THREE PROGRAMS: THE FIVE-YEAR, \$35
MILLION USD, JUNTOS APRENDEMOS (TOGETHER WE LEARN) PROJECT IN COLOMBIA
FUNDED BY THE UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT
(USAID), THE 100,000 STRONG IN THE AMERICAS INNOVATION FUND FUNDED BY
THE UNITED STATES DEPARTMENT OF STATE (DOS), AND THE EDUCATION AND
CULTURE PROGRAM, ALSO FUNDED BY DOS.

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

COLOMBIA, DOMINICAN REPUBLIC, GUATEMALA, GUYANA,
HAITI, JAMAICA, MEXICO, BURMA,
PANAMA, PARAGUAY, VENEZUELA

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

THE FORM 990 WAS PREPARED BY THE OUTSIDE ACCOUNTANTS AND REVIEWED BY SENIOR
MANAGEMENT, THE PRESIDENT, AND THE BOARD CHAIRMAN. A COPY OF THE FORM 990
WAS PROVIDED TO THE BOARD BEFORE IT WAS FILED WITH THE IRS.

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

Schedule O (Form 990) 2023

LHA 332211 11-14-23

Name of the organization PARTNERS OF THE AMERICAS, INC.	Employer identification number 52-0848769
--	--

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

EACH BOARD MEMBER, OFFICER AND EMPLOYEE OF THE PARTNERS OF THE AMERICAS IS ANNUALLY GIVEN A COPY OF THE PARTNERS OF THE AMERICAS' CONFLICT OF INTEREST POLICY. HE/SHE SIGNS AND RETURNS A COPY TO REFLECT THE ABSENCE OF ANY RELATIONSHIPS OR FINANCIAL INTERESTS DESCRIBED IN THE POLICY OR DISCLOSE ANY WHICH DO OR MAY EXIST.

IF A POTENTIAL CONFLICT OF INTEREST ARISES, INTERESTED BOARD MEMBERS OR OFFICERS MAY BE COUNTED IN DETERMINING A QUORUM AT ANY MEETING OF THE BOARD OF DIRECTORS WHICH AUTHORIZES THE CONTRACT OR TRANSACTION, PROVIDED, HOWEVER, THAT THE INTERESTED PERSON OR PERSONS ARE EXCLUDED FROM THE ROOM DURING THE DISCUSSION OF THE CONTRACT OR TRANSACTION IN QUESTION AND DURING THE VOTE THEREON.

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

THE CHAIRPERSON OF THE BOARD REVIEWS AND APPROVES THE CEO'S ANNUAL PERFORMANCE. THE REVIEW AND THE RECOMMENDATION FOR A SALARY INCREASE IS BASED UPON THE CEO'S SUCCESSFUL COMPLETION OF HIS/HER PERSONAL AND ORGANIZATIONAL GOALS. ADDITIONALLY, A PEER REVIEW OF OTHER CEOS IN THE NGO INDUSTRY IS TAKEN INTO ACCOUNT WHEN SETTING UP HIS/HER COMPENSATION. THE LAST COMPENSATION REVIEW TOOK PLACE IN DECEMBER 2022. THE DELIBERATION AND DECISION WAS DOCUMENTED IN THE PERSONNEL FILE AND BOARD CORRESPONDENCE WITH FINANCE/ADMINISTRATIVE PERSONNEL.

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

THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST.

Name of the organization PARTNERS OF THE AMERICAS, INC.	Employer identification number 52-0848769
---	---

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

CONSULTING SERVICES:

PROGRAM SERVICE EXPENSES	1,771,804.
MANAGEMENT AND GENERAL EXPENSES	529,797.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	2,301,601.

PROFESSIONAL FEES:

PROGRAM SERVICE EXPENSES	428,278.
MANAGEMENT AND GENERAL EXPENSES	379,137.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	807,415.

TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	3,109,016.
--	------------

**SCHEDULE R
(Form 990)**

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships
Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.

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

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization **PARTNERS OF THE AMERICAS, INC.** Employer identification number **52-0848769**

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

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
PARTNERS OF THE AMERICAS FOUNDATION - 52-1363172, 1424 K STREET, SUITE 700, WASHINGTON, DC 20005	TO ADVANCE THE SOCIAL & ECONOMIC WELL BEING OF THE PEOPLE IN THE AMERICAS	DISTRICT OF COLUMBIA	501(C)(3)	LINE 12A, I	PARTNERS OF THE AMERICAS, INC.	<input checked="" type="checkbox"/>	

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

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

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

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

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

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

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

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

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) PARTNERS OF THE AMERICAS FOUNDATION	E	162.	ACTUAL AMOUNT
(2) PARTNERS OF THE AMERICAS FOUNDATION	C	56,830.	ACTUAL AMOUNT
(3)			
(4)			
(5)			
(6)			

Part VII Supplemental Information

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

Multiple horizontal lines for supplemental information.