

Extended to November 15, 2018

Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

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

2017

Department of the Treasury
Internal Revenue Service

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

Open to Public Inspection

A For the 2017 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 NEO PHILANTHROPY, INC.		D Employer identification number 13-3191113
	Doing business as		E Telephone number 212-378-2800
	Number and street (or P.O. box if mail is not delivered to street address) Room/suite 45 WEST 36TH STREET, 6TH FLOOR	G Gross receipts \$ 63,001,041.	
	City or town, state or province, country, and ZIP or foreign postal code NEW YORK, NY 10018		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (see instructions)
F Name and address of principal officer: Michele Lord 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.NEOPHILANTHROPY.ORG			
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: 1983	M State of legal domicile: NY

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: NEO Philanthropy, Inc. is a public charity that develops and leads large-scale collaborative		
	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	7
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	7
	5 Total number of individuals employed in calendar year 2017 (Part V, line 2a)	5	107
	6 Total number of volunteers (estimate if necessary)	6	7
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, line 34	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	37,899,323.	57,238,552.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	394,370.	723,953.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	80,494.	105,909.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	0.	0.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	38,374,187.	58,068,414.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	24,006,953.	26,781,131.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0.	0.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	4,265,476.	6,862,342.
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ 836,943.	0.	0.
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	10,285,032.	11,442,665.
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	38,557,461.	45,086,138.
19 Revenue less expenses. Subtract line 18 from line 12	-183,274.	12,982,276.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	21,700,060.	34,839,820.
	22 Net assets or fund balances. Subtract line 21 from line 20	1,060,303.	1,217,787.
		20,639,757.	33,622,033.

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 <i>Michele Lord</i>	Date <i>9/29/18</i>			
	MICHELE LORD, PRESIDENT Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name Kevin Sunkel	Preparer's signature <i>Kevin Sunkel</i>	Date <i>9-11-2018</i>	Check if self-employed <input type="checkbox"/>	PTIN P00706145
	Firm's name ▶ Owen J Flanagan & Co	Firm's EIN ▶ 13-2060851		Phone no. 212-682-2783	
Firm's address ▶ 60 East 42nd Street		New York, NY 10165			

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

NEO Philanthropy, Inc.'s mission is to bring together and strengthen the work of philanthropic institutions, nonprofit groups, and other public interest organizations who share a vision of society that ensures justice, dignity, and opportunity for all people.

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

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

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

4a (Code:) (Expenses \$ 17,739,629. including grants of \$ 14,971,064.) (Revenue \$ 0.)
Four Freedoms Fund works toward full integration of immigrants as active participants in our democracy by supporting a robust local, state and national infrastructure of immigrants' rights organizations and leaders.

4b (Code:) (Expenses \$ 8,126,011. including grants of \$ 6,967,880.) (Revenue \$ 0.)
State Infrastructure Fund supports the development of state-based networks of organizations that coordinate their programming to increase civic participation among historically underrepresented communities and protect their right to vote.

4c (Code:) (Expenses \$ 1,738,446. including grants of \$ 1,439,256.) (Revenue \$ 0.)
The Anti-Human Trafficking Fund embraces a human rights approach in response to human trafficking and supports organizations dedicated to finding systemic solutions to end trafficking in the U.S. by expanding access to human rights for affected populations.

4d Other program services (Describe in Schedule O.)
(Expenses \$ 14,291,752. including grants of \$ 3,402,931.) (Revenue \$ 723,953.)

4e Total program service expenses 41,895,838.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		X
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>		X
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>	X	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X

Part IV Checklist of Required Schedules (continued)

	Yes	No
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b <i>If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?</i>		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	X	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b <i>If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2</i>		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?		
Note. All Form 990 filers are required to complete Schedule O	X	

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

Main form body containing questions 1a through 14b with input fields and Yes/No columns.

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 in Schedule O. See instructions.

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

Section A. Governing Body and Management

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

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

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

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed NY, CA, OR, MS
18 Section 6104 requires an organization to make its Forms 1023 (or 1024 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 [X] Another's website [X] Upon request [] Other (explain in Schedule O)
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records: NEO Philanthropy, Inc. - 212-378-2800 45 WEST 36TH STREET, 6TH FLOOR, NEW YORK, NY 10018

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 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 and/or Box 7 of Form 1099-MISC) 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.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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 GILROY, ESQ. CHAIRPERSON	1.00 1.00	X		X				0.	0.	0.
(2) CHRIS MEYER, ESQ. SECRETARY	1.00	X		X				0.	0.	0.
(3) CHRISTINA SCHATZ TREASURER	1.00	X		X				0.	0.	0.
(4) PATRICIA BAUMAN BOARD MEMBER	1.00	X						0.	0.	0.
(5) DARREN SANDOW BOARD MEMBER	1.00	X						0.	0.	0.
(6) BEN WYSKIDA BOARD MEMBER	1.00	X						0.	0.	0.
(7) SEAN THOMAS-BREITFIELD BOARD MEMBER	1.00	X						0.	0.	0.
(8) MICHELE LORD PRESIDENT	35.00 5.00			X				209,310.	34,095.	32,620.
(9) ERIN BALLARD CHIEF OPERATING OFFICER	34.00 6.00			X				152,490.	27,450.	4,033.
(10) NEERAJ NAGPAL CHIEF FINANCIAL OFFICER	31.00 9.00			X				71,518.	15,902.	15,236.
(11) SU LIM CHIEF FINANCIAL OFFICER	31.00 9.00			X				52,017.	15,253.	316.
(12) ANITA KHASHU PROGRAM DIRECTOR	40.00				X			179,057.	0.	14,273.
(13) LISA VERSACI PROGRAM DIRECTOR	40.00				X			171,379.	0.	20,582.
(14) ROBERT BRAY COMMUNICATIONS DIRECTOR	40.00					X		187,103.	0.	14,475.
(15) HENRY DER SR, PROGRAM OFFICER	40.00					X		192,717.	0.	6,511.
(15) RINI CHAKRABORTY SR, PROGRAM OFFICER	40.00					X		178,593.	0.	6,137.
(17) KUNG LI DIRECTOR OF RESEARCH	40.00					X		178,685.	0.	9,151.

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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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) ERIC MARSHALL PROGRAM DIRECTOR	40.00					X		146,359.	0.	14,148.
1b Sub-total								1,719,228.	92,700.	137,482.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,719,228.	92,700.	137,482.

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 13

	Yes	No
3 Did the organization list any former officer, director, or 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
Team Blackbird, LLC, 1161 Mission Street, San Francisco, CA 94103	Project Management	1,876,405.
Social Transformation Project, Inc. PO Box 17354, Boulder, CO 80308	Project Management	475,952.
Shout, LLC 1122 East Pike Street, Seattle, WA 98122	Project Management	360,000.
Chong & Koster, LLC 1244 19th Street NW, Washington, DC 20036	Project Management	242,498.
Civitas Public Affairs Group, LLC 409 7th Street, NW, Washington, DC 20004	Project Management	240,000.
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		12

Part VIII Statement of Revenue

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e					
	f All other contributions, gifts, grants, and similar amounts not included above	1f	57,238,552.				
	g Noncash contributions included in lines 1a-1f: \$		4,932,627.				
	h Total. Add lines 1a-1f		57,238,552.				
Program Service Revenue	2 a Consulting Fees	Business Code 900099	512,025.	512,025.			
	b Conference Fees	900099	140,269.	140,269.			
	c PROGRAM REVENUE	900099	66,796.	66,796.			
	d Publications/media sales	900099	4,863.	4,863.			
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f		723,953.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		107,468.			107,468.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	(i) Real	(ii) Personal				
		b Less: rental expenses					
		c Rental income or (loss)					
	d Net rental income or (loss)						
	7 a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		4,931,068.					
		b Less: cost or other basis and sales expenses		4,932,627.			
		c Gain or (loss)		-1,559.			
	d Net gain or (loss)		-1,559.			-1,559.	
	8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	a					
		b Less: direct expenses	b				
c Net income or (loss) from fundraising events							
9 a Gross income from gaming activities. See Part IV, line 19	a						
	b Less: direct expenses	b					
	c Net income or (loss) from gaming activities						
10 a Gross sales of inventory, less returns and allowances	a						
	b Less: cost of goods sold	b					
	c Net income or (loss) from sales of inventory						
Miscellaneous Revenue		Business Code					
11 a _____							
	b _____						
	c _____						
	d All other revenue						
	e Total. Add lines 11a-11d						
12 Total revenue. See instructions.			58,068,414.	723,953.	0.	105,909.	

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	26,600,281.	26,600,281.		
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	180,850.	180,850.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	914,816.	119,722.	301,562.	493,532.
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	4,861,903.	3,638,181.	1,106,106.	117,616.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	97,042.	72,178.	22,974.	1,890.
9 Other employee benefits	553,765.	409,558.	136,693.	7,514.
10 Payroll taxes	434,816.	292,057.	105,347.	37,412.
11 Fees for services (non-employees):				
a Management				
b Legal	50,494.	35,000.	15,494.	
c Accounting	20,000.	5,785.	14,215.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	154.		154.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	8,787,269.	8,610,772.	176,497.	
12 Advertising and promotion	5,895.	3,409.	2,486.	
13 Office expenses	340,628.	224,744.	63,895.	51,989.
14 Information technology	159,738.	80,236.	63,528.	15,974.
15 Royalties				
16 Occupancy	523,688.	278,872.	201,186.	43,630.
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	1,343,756.	1,230,812.	45,558.	67,386.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	36,931.	4,078.	32,853.	
23 Insurance	23,906.	10,823.	13,083.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a Miscellaneous	112,794.	62,471.	50,323.	
b Education and outreach	37,412.	36,009.	1,403.	
c				
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	45,086,138.	41,895,838.	2,353,357.	836,943.
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 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	5,129,106.	1	12,309,252.
	2	Savings and temporary cash investments	10,636,115.	2	16,206,887.
	3	Pledges and grants receivable, net	5,394,513.	3	5,902,280.
	4	Accounts receivable, net	234,801.	4	218,129.
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr). Complete Part II of Sch L		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	113,009.	9	83,765.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 317,761.		
	b	Less: accumulated depreciation	10b 202,651.	10c	115,110.
	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	49,749.	15	4,397.
16	Total assets. Add lines 1 through 15 (must equal line 34)	21,700,060.	16	34,839,820.	
Liabilities	17	Accounts payable and accrued expenses	765,804.	17	787,787.
	18	Grants payable	294,499.	18	430,000.
	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 current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		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		25	
	26	Total liabilities. Add lines 17 through 25	1,060,303.	26	1,217,787.
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.				
	27	Unrestricted net assets	-30,132.	27	650,123.
	28	Temporarily restricted net assets	20,669,889.	28	32,971,910.
	29	Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds		30	
	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
	32	Retained earnings, endowment, accumulated income, or other funds		32	
	33	Total net assets or fund balances	20,639,757.	33	33,622,033.
	34	Total liabilities and net assets/fund balances	21,700,060.	34	34,839,820.

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	58,068,414.
2	Total expenses (must equal Part IX, column (A), line 25)	2	45,086,138.
3	Revenue less expenses. Subtract line 2 from line 1	3	12,982,276.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	20,639,757.
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 in Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	33,622,033.

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		X
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:			
<input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	X	
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:			
<input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> 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?	X	
If the organization changed either its oversight process or selection process during the tax year, explain in 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 Single Audit Act and OMB Circular A-133?		X
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 in Schedule O and describe any steps taken to undergo such audits		

Form 990 (2017)

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2017

Open to Public Inspection

Name of the organization NEO PHILANTHROPY, INC.	Employer identification number 13-3191113
--	--

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
- g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

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) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	41190902.	51239616.	38892928.	37899323.	57238552.	226461321
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	41190902.	51239616.	38892928.	37899323.	57238552.	226461321
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)						99511395.
6 Public support. Subtract line 5 from line 4.						126949926

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
7 Amounts from line 4	41190902.	51239616.	38892928.	37899323.	57238552.	226461321
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	140,510.	163,813.	139,787.	116,499.	107,468.	668,077.
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 Total support. Add lines 7 through 10						227129398
12 Gross receipts from related activities, etc. (see instructions)					12	2,155,114.
13 First five 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 2017 (line 6, column (f) divided by line 11, column (f))	14	55.89 %
15 Public support percentage from 2016 Schedule A, Part II, line 14	15	54.01 %
16a 33 1/3% support test - 2017. 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 - 2016. 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 - 2017. 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 - 2016. 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) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(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) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(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 in 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 five 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 2017 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2016 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2017 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2016 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2017. 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 - 2016. 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 in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of 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 (b) and (c) 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 12a or 12b in Part I, answer (b) and (c) 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 (b) and (c) 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 (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 or 990-EZ).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</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 in 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 in 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 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)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
b A family member of a person described in (a) above?		
c A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).		
2 Activities Test. Answer (a) and (b) below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.		
b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.		
3 Parent of Supported Organizations. Answer (a) and (b) below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in Part VI.		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.		

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 (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use. Enter 1-1/2% 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 .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 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	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions.	
7 Total annual distributions. Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	
9 Distributable amount for 2017 from Section C, line 6	
10 Line 8 amount divided by line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2017	(iii) Distributable Amount for 2017
1 Distributable amount for 2017 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2017 (reasonable cause required- explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2017			
a			
b From 2013			
c From 2014			
d From 2015			
e From 2016			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2017 distributable amount			
i Carryover from 2012 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2017 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2017 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2017, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.			
6 Remaining underdistributions for 2017. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.			
7 Excess distributions carryover to 2018. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2013			
b Excess from 2014			
c Excess from 2015			
d Excess from 2016			
e Excess from 2017			

SCHEDULE C
(Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2017

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

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

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

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

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

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

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

Name of organization **NEO PHILANTHROPY, INC.** Employer identification number **13-3191113**

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

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

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

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

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

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

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

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Schedule C (Form 990 or 990-EZ) 2017

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)														
b Total lobbying expenditures to influence a legislative body (direct lobbying)														
c Total lobbying expenditures (add lines 1a and 1b)														
d Other exempt purpose expenditures														
e Total exempt purpose expenditures (add lines 1c and 1d)														
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.														
<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:35%;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width:65%;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:													
Not over \$500,000	20% of the amount on line 1e.													
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.													
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.													
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.													
Over \$17,000,000	\$1,000,000.													
g Grassroots nontaxable amount (enter 25% of line 1f)														
h Subtract line 1g from line 1a. If zero or less, enter -0-														
i Subtract line 1f from line 1c. If zero or less, enter -0-														
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?	<input type="checkbox"/> Yes	<input type="checkbox"/> No												

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

For each "Yes," response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?		X	
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	X		
c Media advertisements?	X		100.
d Mailings to members, legislators, or the public?	X		13,782.
e Publications, or published or broadcast statements?	X		125.
f Grants to other organizations for lobbying purposes?		X	
g Direct contact with legislators, their staffs, government officials, or a legislative body?	X		41,640.
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?	X		2,500.
i Other activities?		X	
j Total. Add lines 1c through 1i			58,147.
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		X	
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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

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

Part IV Supplemental Information

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

Part II-B, Line 1, Lobbying Activities:

Part II-B Line 1(c): Social media advertisements.

Part II-B Line 1(d): Emailed or mailed to Congress/legislators to advance and advocate immigrants' rights and justice. Hired consultants for email blasts and media campaigns. A portion of the work involved lobbying activities.

Part IV Supplemental Information (continued)

Part II-B, Line 1(e): Media statements regarding alien minors and immigrants.

Part II-B, Line 1(g): Direct contacts and advocates with legislators and staff, congressional staff, and offices regarding various legislative issues for minority groups and immigrants, as well as issues on Vietnam war ordnance. Also hired consultants to conduct policy and advocacy work in global children's issues. A portion of the work involved lobbying activities.

Part II-B, Line 1(h): Staff participated in a community event. A portion of the event involved lobbying activities.

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

2017

Open to Public Inspection

Name of the organization

NEO PHILANTHROPY, INC.

Employer identification number

13-3191113

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 (e.g., 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 in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, 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?

Yes No

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 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

Yes No

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 SFAS 116 (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 SFAS 116 (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 SFAS 116 (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) 2017

732051 10-09-17

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 are a 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 programs
- 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 on 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 Temporarily restricted 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		137,361.	69,914.	67,447.
d Equipment		180,400.	132,737.	47,663.
e Other				

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.) **115,110.**

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.

Table with 3 columns: (a) Description of security or category, (b) Book value, (c) Method of valuation. Rows include (1) Financial derivatives, (2) Closely-held equity interests, (3) Other (A-H), and Total.

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.

Table with 3 columns: (a) Description of investment, (b) Book value, (c) Method of valuation. Rows (1) through (9) and Total.

Part IX Other Assets.

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

Table with 2 columns: (a) Description, (b) Book value. Rows (1) through (9) and Total.

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.

Table with 2 columns: (a) Description of liability, (b) Book value. Row 1 includes (1) Federal income taxes and rows (2) through (9). Total row at the bottom.

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 FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

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

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

Table with 5 main rows and sub-rows (a-e) for adjustments. Total revenue reported as 58,068,414.

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

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

Table with 5 main rows and sub-rows (a-e) for adjustments. Total expenses reported as 45,086,138.

Part XIII Supplemental Information.

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

Multiple horizontal lines provided for entering supplemental information.

**SCHEDULE F
(Form 990)**

Statement of Activities Outside the United States

OMB No. 1545-0047

2017

Department of the Treasury
Internal Revenue Service

▶ 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.

Open to Public
Inspection

Name of the organization

Employer identification number

NEO PHILANTHROPY, INC.

13-3191113

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

- 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**
- For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.
- 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
Europe (Including Iceland & Greenland) - Albania, Andorra, Austria, Belgium	0	0	PROGRAM GRANT		180,850.
3 a Sub-total	0	0			180,850.
b Total from continuation sheets to Part I	0	0			0.
c Totals (add lines 3a and 3b)	0	0			180,850.

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)
		Europe (Including Iceland & Greenland) - Albania, Andorra, Program grant		154,850	Wire	0		
		Europe (Including Iceland & Greenland) - Albania, Andorra, Program grant		26,000	Wire	0		

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

3 Enter total number of other organizations or entities 2

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 Instructions for Form 926)* Yes No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect To Certain Foreign Corporations (see Instructions for Form 5471)* Yes No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *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 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 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 Instructions for Form 5713; don't file with Form 990)* Yes No

Schedule F (Form 990) 2017

Part V Supplemental Information

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

Part I, Line 2:

The Organization must submit a report detailing the program accomplishments and financial expenditures at the end of the grant period.

Lined area for supplemental information.

**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.

OMB No. 1545-0047

2017

Open to Public
Inspection

▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

Name of the organization

NEO PHILANTHROPY, INC.

Employer identification number
13-3191113

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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CASA DE MARYLAND 8151 15TH AVENUE LANGLEY PARK, MD 20783	52-1372972	C3	1,619,000.	0.			Program Grant
MEXICAN AMERICAN LEGAL DEFENSE AND EDUCATIONAL FUND - 634 S. SPRING STREET - LOS ANGELES, CA 90065	74-1563270	C3	1,150,000.	0.			Program Grant
One Arizona 530 McDowell Rd Phoenix, AZ 85006	37-1782220	C3	867,030.	0.			Program Grant
UNITED WE DREAM NETWORK 1900 L STREET, NW WASHINGTON, DC 20036	46-2216565	C3	745,250.	0.			Program Grant
STATE VOICES 1225 I Street NW WASHINGTON, DC 20005	20-1115618	C3	546,313.	0.			Program Grant
EQUALITY ALLIANCE OF SAN DIEGO COUNTY - P.O. BOX 12266 - SAN DIEGO, CA 92112	26-1712580	C3	545,000.	0.			Program Grant

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

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

164.
4.

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

Schedule I (Form 990) (2017)

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NATIONAL IMMIGRATION LAW CENTER 3435 WILSHIRE BOULEVARD LOS ANGELES, CA 90010	95-4539765	C3	460,000.	0.			Program Grant
Rethink Media, Inc 309 Shattuck Avenue Berkeley, CA 94704	46-2005479	C3	450,000.	0.			Program Grant
FUND FOR THE CITY OF NEW YORK 121 Avenue of the Americas NEW YORK, NY 10013	13-2612524	C3	425,000.	0.			Program Grant
NEW YORK IMMIGRATION COALITION 131 West 33rd Street NEW YORK, NY 10001	13-3573409	C3	416,600.	0.			Program Grant
Church World Service 475 Riverside Drive NEW YORK, NY 10115	13-4080201	C3	400,000.	0.			Program Grant
ProGeorgia State Table, Inc 1530 DeKalb Avenue Atlanta, GA 30307	46-1064042	C3	385,949.	0.			Program Grant
New Virginia Majority Education Fund - 3801 Mount Vernon Avenue - Alexandria, VA 22305	27-1705920	C3	380,000.	0.			Program Grant
FLORIDA IMMIGRANT COALITION 2800 BISCAYNE BLVD. Miami, FL 33165	20-2123833	C3	354,000.	0.			Program Grant
Project Right Side 409 7th Street, NW Washington, DC 20004	45-2450969	C4	350,000.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NEW VENTURE FUND 1201 Connecticut Ave NW WASHINGTON, DC 20036	20-5806345	C3	325,000.	0.			Program Grant
TENNESSEE IMMIGRANT & REFUGEE RIGHTS COALITION - 2195 NOLENSVILLE PIKE - NASHVILLE, TN 37211	20-0121100	C3	321,750.	0.			Program Grant
COLORADO IMMIGRANT RIGHTS COALITION - 2525 W. ALAMEDA AVENUE - DENVER, CO 80219	73-1675486	C3	315,000.	0.			Program Grant
TIDES CENTER PO Box 29198 SAN FRANCISCO, CA 94129	94-3213100	C3	303,000.	0.			Program Grant
IMMIGRANT LEGAL RESOURCE CENTER 1663 MISSION STREET SAN FRANCISCO, CA 94103	94-2939540	C3	300,000.	0.			Program Grant
NATIONAL ECONOMIC & SOCIAL RIGHTS INITIATIVE - 90 JOHN STREET - NEW YORK, NY 10038	73-1714118	C3	300,000.	0.			Program Grant
The Fair Food Standards Council, Inc - 330 S. Pineapple Ave. - Sarasota, FL 34236	45-2982573	C3	300,000.	0.			Program Grant
NATIONAL Korean American Service & Ed Consortium - 4300 N. California Avenue - Chicago, IL 60618	11-3303986	C3	298,500.	0.			Program Grant
BLUEPRINT NORTH CAROLINA 3739 National Drive Raleigh, NC 27612	27-2459538	C3	293,000.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
End Rape On Campus 1440 G Street, NW WASHINGTON, DC 20005	47-5589196	C3	292,794.	0.			Program Grant
THE NEW FLORIDA MAJORITY EDUCATION FUND - 8330 BISCAYNE BLVD. - Miami, FL 33138	45-3956785	C3	275,000.	0.			Program Grant
BORDER NETWORK FOR HUMAN RIGHTS 2115 N. PIEDRAS STREET EL PASO, TX 79930	74-2493012	C3	255,500.	0.			Program Grant
MICHIGAN ORGANIZING PROJECT 2227 Medford Road Ann Arbor, MI 48104	38-3058190	C3	252,500.	0.			Program Grant
COLORADO CIVIC ENGAGEMENT ROUNDTABLE - P.O. BOX 1620 - DENVER, CO 80201	02-0758897	C3	240,588.	0.			Program Grant
Puente Human Rights Movement P.O. Box 21837 Phoenix, AZ 85036	45-3697690	C3	233,000.	0.			Program Grant
NATIONAL DOMESTIC WORKERS ALLIANCE 243 5th Avenue NEW YORK, NY 10016	35-2420942	C3	225,800.	0.			Program Grant
WESTERN ORGANIZATION OF RESOURCE COUNCILS EDUCATION PROJECT - 220 S 27TH STREET - BILLINGS, MT 59101	84-1123481	C3	223,500.	0.			Program Grant
ARAB COMMUNITY CENTER FOR ECONOMIC AND SOCIAL SERVICES - 2651 SAULINO COURT - DEARBORN, MI 48120	23-7444497	C3	220,000.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
American Heart Association 7272 Greenville Avenue Dallas, TX 75231	13-5613797	C3	215,600.	0.			Program Grant
PROYECTO INMIGRANTE IMMIGRATION COUNSELING SERVICE, INC. - 6850 MANHATTAN BLVD - FORT WORTH, TX 76120	20-4157357	C3	208,000.	0.			Program Grant
VIRGINIA NEW MAJORITY EDUCATION FUND - PO Box 22063 - Alexandria, VA 22304	27-1705920	C3	207,500.	0.			Program Grant
PROGRESSIVE LEADERSHIP ALLIANCE OF NEVADA - 230 South Arlington Avenue - RENO, NV 89501	88-0318655	C3	206,000.	0.			Program Grant
ASIAN AMERICANS ADVANCING JUSTICE-ASIAN LAW CAUCUS - 55 COLUMBUS AVENUE - SAN FRANCISCO, CA 94111	94-2176139	C3	204,000.	0.			Program Grant
Ethics Watch 1630 Welton Street DENVER, CO 80206	81-1035738	C3	201,421.	0.			Program Grant
ALLIANCE FOR JUSTICE 11 DUPONT CIRCLE, NW WASHINGTON, DC 20036	52-1009973	C3	200,000.	0.			Program Grant
Coalition To Abolish Slavery And Trafficking - 5042 Wilshire Blvd - LOS ANGELES, CA 90036	10-0008533	C3	200,000.	0.			Program Grant
Pennsylvania Voice 1211 Chestnut Street Philadelphia, PA 19107	81-1141448	C3	200,000.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SOUTHERN COALITION FOR SOCIAL JUSTICE - 1415 WEST HIGHWAY 54 - DURHAM, NC 27707	26-0688375	C3	200,000.	0.			Program Grant
VOCES DE LA FRONTERA 1027 SOUTH 5TH STREET Milwaukee, WI 53204	39-2010107	C3	200,000.	0.			Program Grant
WISCONSIN VOICES 633 S. Hawley Rd. Milwaukee, WI 53214	27-3183754	C3	200,000.	0.			Program Grant
ALABAMA COALITION FOR IMMIGRANT JUSTICE UNITED - P.O. Box 19972 - Birmingham, AL 35219	47-4352872	C3	195,000.	0.			Program Grant
Grassroots Leadership, Inc 2301 E. Cesar Chavez St. Austin, TX 78702	58-1581743	C3	192,187.	0.			Program Grant
Asian Americans Advancing Justice Atlanta - 6040 Unity Drive - Norcross, GA 30071	27-2577567	C3	175,000.	0.			Program Grant
MEDIA MATTERS FOR AMERICA 455 Massachusetts Avenue NW WASHINGTON, DC 20001	47-0928008	C3	169,754.	0.			Program Grant
ONEAMERICA 1225 S. WELLER STREET SEATTLE, WA 98144	20-0384893	C3	168,000.	0.			Program Grant
La Union Del Pueblo Entero P.O. Box 188 San Juan, TX 78589	93-1029197	C3	164,000.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
AMERICAN CIVIL LIBERTIES UNION FOUNDATION, INC. - 125 BROAD STREET - NEW YORK, NY 10004	13-6213516 C3		150,000.	0.			Program Grant
ASIAN AMERICANS ADVANCING JUSTICE -AAJC, Inc - 1620 L Street NW, Suite 1050 - WASHINGTON, DC 20036	13-3619000 C3		150,000.	0.			Program Grant
CENTER FOR COMMUNITY CHANGE 1536 U STREET, NW Washington, DC 20009	52-0888113 C3		150,000.	0.			Program Grant
FAITH IN PUBLIC LIFE, INC 1990 M Street NW WASHINGTON, DC 20036	20-3798596 C3		150,000.	0.			Program Grant
GREATER BIRMINGHAM MINISTRIES 2304 12TH AVENUE NORTH Birmingham, AL 35234	63-0577439 C3		150,000.	0.			Program Grant
LATINOJUSTICE PRLDEF 99 HUDSON STREET NEW YORK, NY 10013	13-2722664 C3		150,000.	0.			Program Grant
OHIO ORGANIZING COLLABORATIVE 25 E. BOARDMAN ST. YOUNGSTOWN, OH 44503	26-1601472 C3		150,000.	0.			Program Grant
TRANSGENDER LAW CENTER PO Box 70976 Oakland, CA 94612	05-0544006 C3		150,000.	0.			Program Grant
Unidosus 1126 16th Street NW WASHINGTON, DC 20036	86-0212873 C3		150,000.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
COMMUNITY INITIATIVES 354 Pine Street SAN FRANCISCO, CA 94104	94-3255070 C3		140,000.	0.			Program Grant
CAUSA OF OREGON 700 MARION STREET NE SALEM, OR 97301	61-1590160 C3		132,700.	0.			Program Grant
GEORGIA LATINO ALLIANCE FOR HUMAN RIGHTS - 7 Dunwoody Park - Atlanta, GA 30338	76-0809155 C3		131,000.	0.			Program Grant
COALITION FOR HUMANE IMMIGRANT RIGHTS OF LOS ANGELES - 2533 WEST 3RD STREET - LOS ANGELES, CA 90057	95-4421521 C3		130,800.	0.			Program Grant
ACLU Foundation of Texas, Inc PO Box 8306 Houston, TX 77288	76-0343171 C3		125,000.	0.			Program Grant
DEMOCRACY NORTH CAROLINA 1821 Green Street DURHAM, NC 27705	56-2271150 C3		125,000.	0.			Program Grant
GLSEN, INC. 110 William Street NEW YORK, NY 10038	04-3234202 C3		125,000.	0.			Program Grant
NATIONAL DAY LABORER ORGANIZING NETWORK - 674 S. La Fayette Park Place - LOS ANGELES, CA 90057	20-8802586 C3		125,000.	0.			Program Grant
CENTER FOR CIVIC POLICY P.O. BOX 27616 ALBUQUERQUE, NM 87125	01-0869701 C3		115,000.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
EQUALITY FEDERATION INSTITUTE 818 SW 3rd Ave PORTLAND, OR 97204	81-0670151	C3	115,000.	0.			Program Grant
FAMILIES FOR FREEDOM INC 35 WEST 31ST STREET NEW YORK, NY 10001	20-2798922	C3	115,000.	0.			Program Grant
GetEQUAL Education Fund 1040 NW 3rd Avenue Miami, FL 33136	46-1708361	C3	112,035.	0.			Program Grant
South Asian American Leading Together - 6930 Carroll Avenue - Takoma Park, MD 20912	52-2216665	C3	110,000.	0.			Program Grant
9 TO 5, NATIONAL ASSOC. OF WORKING WOMEN - 501 Pulliman Street SW - Atlanta, GA 30312	34-1246311	C3	100,000.	0.			Program Grant
Alliance For Youth Organizing 810 7th Street WASHINGTON, DC 20002	46-2465621	C3	100,000.	0.			Program Grant
AMERICAN CIVIL LIBERTIES UNION OF NEW MEXICO FOUNDATION - PO BOX 566 - ALBUQUERQUE, NM 87103	85-0275276	C3	100,000.	0.			Program Grant
Asian American Legal Defense And Education Fund - 99 HUDSON STREET - NEW YORK, NY 10013	13-2855641	C3	100,000.	0.			Program Grant
Asian Americans Advancing Justice - LA - 1145 Wilshire Blvd - LOS ANGELES, CA 90017	95-3854152	C3	100,000.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BALLOT INITIATIVE STRATEGY CENTER FOUNDATION - 1815 Adams Mill Road - WASHINGTON, DC 20009	04-3454684	C3	100,000.	0.			Program Grant
Central Arizonans For A Sustainable Economy - 2401 N Central Ave - Phoenix, AZ 85004	26-1689914	C3	100,000.	0.			Program Grant
Centro De Los Derechos Del Migrante, Inc - 10 E. North Avenue - Baltimore, MD 21202	20-2588279	C3	100,000.	0.			Program Grant
CITIZEN ACTION OF WISCONSIN EDUCATION FUND - 221 S. 2ND STREET - Milwaukee, WI 53204	39-1520619	C3	100,000.	0.			Program Grant
ColorofChange.org Education Fund 1714 Franklin Street Oakland, CA 94612	45-5569879	C3	100,000.	0.			Program Grant
Florida Institute For Reform And Empowerment - PO Box 533732 - Orlando, FL 32853	27-4384675	C3	100,000.	0.			Program Grant
Global Workers Justice Alliance 789 Washington Ave Brooklyn, NY 11238	72-1597864	C3	100,000.	0.			Program Grant
ILLINOIS COALITION FOR IMMIGRANT AND REFUGEE RIGHT - 55 EAST JACKSON BLVD. - Chicago, IL 60604	36-3783551	C3	100,000.	0.			Program Grant
LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW - 1401 NEW YORK AVENUE, NW - WASHINGTON, DC 20005	52-0799246	C3	100,000.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NEBRASKA APPELSEED CENTER FOR LAW IN THE PUBLIC INTEREST - 941 SOUTH O STREET - LINCOLN, NE 68508	47-0798343	C3	100,000.	0.			Program Grant
New Era Colorado Foundation P.O. Box 181153 DENVER, CO 80218	26-1389272	C3	100,000.	0.			Program Grant
NONPROFIT VOTE 2464 Massachusetts Avenue Cambridge, MA 02140	20-4568862	C3	100,000.	0.			Program Grant
OLE Education Fund 411 Bellamah Avenue NW ALBUQUERQUE, NM 87102	27-1275857	C3	100,000.	0.			Program Grant
Participatory Budgeting Project, Inc - 540 President Street - Brooklyn, NY 11215	45-3858268	C3	100,000.	0.			Program Grant
PICO Action Fund 110 Maryland Avenue WASHINGTON, DC 20002	45-4434103	C4	100,000.	0.			Program Grant
ROCK THE VOTE 1001 Connecticut Avenue NW WASHINGTON, DC 20036	02-0767157	C3	100,000.	0.			Program Grant
The Human Trafficking Pro Bono Legal Center - 1030 15th Street, NW - Washington, DC 20005 University Of California, Williams Institute UCLA School of Law - 385 Charles E Young Drive East - Los Angeles, CA 90095	46-1349584	C3	100,000.	0.			Program Grant
	95-6006143	C3	100,000.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
URBAN JUSTICE CENTER 40 RECTOR STREET NEW YORK, NY 10006	13-3442022	C3	100,000.	0.			Program Grant
VIDA Legal Assistance, Inc 27112 S. Dixie Hwy. Naranja, FL 33032	27-5325859	C3	100,000.	0.			Program Grant
Virginia Civic Engagement Table P.O. Box 8586 Richmond, VA 23226	47-5354509	C3	100,000.	0.			Program Grant
WORKING AMERICA EDUCATION FUND 815 16TH STREET, NW WASHINGTON, DC 20006	20-2035052	C3	100,000.	0.			Program Grant
NEW ORLEANS WORKERS' CENTER FOR RACIAL JUSTICE - 217 N. PRIEUR STREET - New Orleans, LA 70112	33-1167415	C3	85,000.	0.			Program Grant
State Engagement Fund 1575 Eye Street NW WASHINGTON, DC 20005	81-0865943	C4	85,000.	0.			Program Grant
PRO BONO NET, INC. 151 W 30TH STREET NEW YORK, NY 10001	06-1521179	C3	82,000.	0.			Program Grant
MASSACHUSETTS IMMIGRANT & REFUGEE ADVOCACY COALITION, INC - 105 CHAUNCEY STREET - BOSTON, MA 02111	22-3115048	C3	81,000.	0.			Program Grant
AMERICAN FRIENDS SERVICE COMMITTEE 89 Market Street Newark, NJ 07102	23-1352010	C3	78,700.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Regents Of The University Of California - 9500 Gilman Drive 0934 - La Jolla, CA 92093	94-3067788	C3	77,000.	0.			Program Grant
American Constitution Society For Law And Policy - 1333 H STREET, NW - WASHINGTON, DC 20005	52-2313694	C3	75,000.	0.			Program Grant
ARKANSAS UNITED COMMUNITY COALITION - P.O. BOX 9296 - FAYETTEVILLE, AR 72703	27-5271968	C3	75,000.	0.			Program Grant
Campaign Legal Center, Inc. 1411 K Street NW WASHINGTON, DC 20005	04-3608387	C3	75,000.	0.			Program Grant
Center For Public Policy Priorities - 7020 Easy Wind Drive - Austin, TX 78752	74-2898197	C3	75,000.	0.			Program Grant
COMMUNITIES UNITED FOR PEOPLE P.O. BOX 33167 PORTLAND, OR 97292	93-1181863	C3	75,000.	0.			Program Grant
Drum-Desis Rising Up And Moving, Inc - 72-18 Roosevelt Avenue - Jackson Heights, NY 11372	38-3652741	C3	75,000.	0.			Program Grant
Equality California Institute 202 W 1st Street LOS ANGELES, CA 90012	68-0438008	C3	75,000.	0.			Program Grant
MISSISSIPPI IMMIGRANTS RIGHTS ALLIANCE - P.O. BOX 1104 - JACKSON, MS 39215	94-3425290	C3	75,000.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Native American Rights Fund 1506 Broadway Boulder, CO 80302	84-0611876	C3	75,000.	0.			Program Grant
PENNSYLVANIA IMMIGRATION & CITIZENSHIP COALITION - 2100 ARCH STREET - Philadelphia, PA 19103	83-0379943	C3	75,000.	0.			Program Grant
SOUTHEAST ASIA RESOURCE ACTION CENTER - 1628 16TH STREET, NW - WASHINGTON, DC 20009-3099	52-1161473	C3	75,000.	0.			Program Grant
THE MANAGEMENT CENTER 1920 L Street NW WASHINGTON, DC 20036	20-5197607	C3	75,000.	0.			Program Grant
MICA Group, Inc 5301 Springlake Way Balitmore, MD 21212	82-1503506	C3	72,909.	0.			Program Grant
GRANTMAKERS CONCERNED WITH IMMIGRANTS & REFUGEES - PO Box 1100 - Sebastopol, CA 95473	20-2559651	C3	70,000.	0.			Program Grant
Central American Resource Center CARECEN of California - 2845 W. 7th Street - Los Angeles, CA 90005	95-3867724	C3	65,000.	0.			Program Grant
NATIONAL IMMIGRATION FORUM 50 F STREET, NW WASHINGTON, DC 20001	13-1776711	C3	65,000.	0.			Program Grant
MONTANA HUMAN RIGHTS NETWORK PO Box 1509 HELENA, MT 59624	81-0472423	C3	60,000.	0.			Program Grant

Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Urban Affairs Coalition 1207 Chestnut Street Philadelphia, PA 19107	23-7046393	C3	60,000.	0.			Program Grant
The Praxis Project 1001 Connecticut Ave NW WASHINGTON, DC 20036	30-0044814	C3	59,445.	0.			Program Grant
Committee Against Anti Asian Violence - 55 Hester Street - NEW YORK, NY 10002	13-3526938	C3	55,000.	0.			Program Grant
ARIZONA ADVOCACY FOUNDATION, INC 1 N 1st Street Phoenix, AZ 85004	02-0565840	C3	50,000.	0.			Program Grant
CENTER FOR AMERICAN PROGRESS 1333 H STREET, NW WASHINGTON, DC 20005	30-0126510	C3	50,000.	0.			Program Grant
Forward Montana Foundation 1535 Wyoming Street Missoula, MT 59801	26-2075145	C3	50,000.	0.			Program Grant
GAY & LESBIAN VICTORY INSTITUTE 1133 15TH STREET, NW WASHINGTON, DC 20005	52-1835268	C3	50,000.	0.			Program Grant
Texas Association Of Business & Chambers of Commerce Foundation - 1209 Nueces Street - Austin, TX 78701	74-3021673	C3	50,000.	0.			Program Grant
ASIAN PACIFIC ENVIRONMENTAL NETWORK - 426 17TH STREET - Oakland, CA 94612	94-3261846	C3	45,000.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Chhaya Community Development Corporation - 37-43 77th Street - Jackson Heights, NY 11372	11-3580935	C3	45,000.	0.			Program Grant
Chinese Progressive Association 1042 Grant Avenue SAN FRANCISCO, CA 94133-5025	23-7404756	C3	45,000.	0.			Program Grant
EMGAGE Foundation Inc 1250 I Street NW WASHINGTON, DC 20005	26-1441032	C3	45,000.	0.			Program Grant
KOREAN RESOURCE CENTER 900 Crenshaw Blvd LOS ANGELES, CA 90019	95-3879699	C3	45,000.	0.			Program Grant
MAKE THE ROAD NEW YORK 301 GROVE STREET Brooklyn, NY 11237	11-3344389	C3	45,000.	0.			Program Grant
Win Win Network 1402 Third Avenue SEATTLE, WA 98101	32-0419998	C3	45,000.	0.			Program Grant
WIN Minnesota 1600 University Avenue W St. Paul, MN 55104	74-3238362	C4	44,160.	0.			Program Grant
Campaign For Tobacco-Free Kids 1400 I Street NW WASHINGTON, DC 20005	52-1969967	C3	40,000.	0.			Program Grant
PROGRESSNOW EDUCATION 215 S. Washington Square Lansing, MI 48933	20-8720291	C3	35,000.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Social And Environmental Entrepreneurs - 23532 Calabasas Road - Calabasas, CA 91302	95-4116679	C3	33,386.	0.			Program Grant
Asian And Pacific Islander American Vote-Michigan - P.O. Box 44613 - Detroit, MI 48244	26-4514751	C3	30,000.	0.			Program Grant
Asian Community Development Council - 2610 S Jones Blvd - Las Vegas, NV 89146	47-2438087	C3	30,000.	0.			Program Grant
Filipino Advocates For Justice 310 8th Street Oakland, CA 94607	94-2218907	C3	30,000.	0.			Program Grant
Freedom Inc 1810 South Park Street Madison, WI 53711	43-2023570	C3	30,000.	0.			Program Grant
Organization Of Chinese-Americans Of Greater Houston - 9800 Town Park - Houston, TX 77036	52-1306678	C3	30,000.	0.			Program Grant
Southeast Asian Coalition 4520 N. Tryon Street Charlotte, NC 28213	46-0786773	C3	30,000.	0.			Program Grant
SUNFLOWER COMMUNITY ACTION, INC. 1407 N. TOPEKA STREET WICHITA, KS 67214	48-1126805	C3	30,000.	0.			Program Grant
The Hana Center 4300 N. California Avenue Chicago, IL 60618	36-2746468	C3	30,000.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
The National Tongan American Society Inc - 3007 South West Temple - Salt Lake City, UT 84115	87-0556679	C3	30,000.	0.			Program Grant
Vietnamese American Young Leaders Assoc. of New Orleans - 13235 Chef Menteur Hwy - New Orleans, LA 70129	33-1143213	C3	30,000.	0.			Program Grant
Chinese For Affirmative Action 17 Walter U. Lum Place SAN FRANCISCO, CA 94108	94-2161304	C3	29,872.	0.			Program Grant
NONPROFIT FINANCE FUND 5 Hanover Square NEW YORK, NY 10004	13-3238657	C3	27,000.	0.			Program Grant
Fair Elections Center 1825 K Street NW WASHINGTON, DC 20006	81-5447067	C3	25,000.	0.			Program Grant
Massachusetts Institute Of Technology - 77 Massachusetts Avenue - Cambridge, MA 02139	04-2103594	C3	25,000.	0.			Program Grant
National Partnership For New Americans - 1818 S. Paulina Street - Chicago, IL 60608	45-3419142	C3	25,000.	0.			Program Grant
Nebraska Civic Engagement Table 211 N. 14th Street LINCOLN, NE 68508	81-2233379	C3	25,000.	0.			Program Grant
Fund For A Healthier Colorado 1536 Wynkoop Street DENVER, CO 80202	47-4101801	C3	21,900.	0.			Program Grant

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
AMERICAN FORUM 954 National Press Building WASHINGTON, DC 20045	52-1281134	C3	20,000.	0.			Program Grant
FAITH ACTION FOR COMMUNITY EQUITY P.O. BOX 235950 Honolulu, HI 96823	99-0335935	C3	17,225.	0.			Program Grant
Neighborhood Funders Group 436 14th Street Oakland, CA 94612	06-1368627	C3	15,000.	0.			Program Grant
COMMON COUNSEL FOUNDATION 1624 Franklin Street Oakland, CA 94612	94-3214166	C3	10,000.	0.			Program Grant
New Voices Pittsburgh Inc 234 N Whitefield Street Pittsburgh, PA 15206	27-0570462	C3	10,000.	0.			Program Grant
Asylum Access 1611 Telegraph Avenue Oakland, CA 94612	20-3642040	C3	5,000.	0.			Program Grant
BUILD Inc 2439 Maryland Avenue Baltimore, MD 21218	52-1120778	C3	5,000.	0.			Program Grant
Forum For Equality Foundation 4035 Washington Ave New Orleans, LA 70125	72-1269734	C3	5,000.	0.			Program Grant
MEDIA MATTERS FOR AMERICA 455 Massachusetts Avenue NW WASHINGTON, DC 20001	47-0928008	C3	163,433.	0.			Program Grant

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 made to organizations that meet eligibility requirements for funding including appropriate tax-exempt status and financial statements. Organizations may also be visited on-site by staff. Once grants are made, groups are required to submit progress reports for multi-year grants. All organizations awarded grants must submit a final report and budget expenditure narrative at the end of their grant period. Funds that are not expended are either extended by contract or refunded to NEO.

**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

2017

Open to Public Inspection

Name of the organization

NEO PHILANTHROPY, INC.

Employer identification number

13-3191113

Part I Questions Regarding Compensation

		Yes	No								
<p>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.</p> <table style="width: 100%; border: none;"> <tr> <td><input type="checkbox"/> First-class or charter travel</td> <td><input type="checkbox"/> Housing allowance or residence for personal use</td> </tr> <tr> <td><input type="checkbox"/> Travel for companions</td> <td><input type="checkbox"/> Payments for business use of personal residence</td> </tr> <tr> <td><input type="checkbox"/> Tax indemnification and gross-up payments</td> <td><input type="checkbox"/> Health or social club dues or initiation fees</td> </tr> <tr> <td><input type="checkbox"/> Discretionary spending account</td> <td><input type="checkbox"/> Personal services (such as, maid, chauffeur, chef)</td> </tr> </table>	<input type="checkbox"/> First-class or charter travel	<input 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)			
<input type="checkbox"/> First-class or charter travel	<input 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	1b										
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?	2										
<p>3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.</p> <table style="width: 100%; border: none;"> <tr> <td><input type="checkbox"/> Compensation committee</td> <td><input type="checkbox"/> Written employment contract</td> </tr> <tr> <td><input type="checkbox"/> Independent compensation consultant</td> <td><input checked="" type="checkbox"/> Compensation survey or study</td> </tr> <tr> <td><input checked="" type="checkbox"/> Form 990 of other organizations</td> <td><input checked="" type="checkbox"/> Approval by the board or compensation committee</td> </tr> </table>	<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 checked="" type="checkbox"/> Form 990 of other organizations	<input checked="" type="checkbox"/> Approval by the board or compensation committee					
<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 checked="" type="checkbox"/> Form 990 of other organizations	<input checked="" type="checkbox"/> Approval by the board or compensation committee										
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:											
a Receive a severance payment or change-of-control payment?	4a		X								
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b		X								
c Participate in, or receive payment from, an equity-based compensation arrangement?	4c		X								
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?	5a		X								
b Any related organization?	5b		X								
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?	6a		X								
b Any related organization?	6b		X								
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	7		X								
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	8		X								
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9										

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

Schedule J (Form 990) 2017

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2017

Open To Public
Inspection

Department of the Treasury
Internal Revenue Service

- ▶ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
- ▶ Attach to Form 990.
- ▶ Go to www.irs.gov/Form990 for the latest information.

Name of the organization: **NEO PHILANTHROPY, INC.** Employer identification number: **13-3191113**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	13	4,932,627.	Fair Value
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ ()				
26 Other ▶ ()				
27 Other ▶ ()				
28 Other ▶ ()				

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

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?		X
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

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

Schedule M (Form 990) 2017

SCHEDULE O
(Form 990 or 990-EZ)

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 990-EZ.

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

OMB No. 1545-0047

2017

Open to Public
Inspection

Name of the organization

NEO PHILANTHROPY, INC.

Employer identification number

13-3191113

Form 990, Part I, Line 1, Description of Organization Mission:

grant-making on social justice and human rights issues, provides fiscal
sponsorship and management of projects and campaigns, and develops
organization and field-focused capacity building initiatives.

Form 990, Part III, Line 4d, Other Program Services:

NEO Philanthropy has several other fiscally sponsored special projects
and also manages several other programs including Funders Committee for
Civic Participation.

Expenses \$ 14,291,752. incl grants of \$ 3,402,931. Revenue \$ 723,953.

Form 990, Part VI, Section B, line 11b:

A copy of the 990 is sent to the Board for review prior to filing.

Form 990, Part VI, Section B, Line 12c:

The Board regularly monitors and enforces the Conflict of Interest Policy.
Directors, officers and key personnel are required to disclose all possible
conflicts immediately in writing to the Board. The Board reviews such
matters and acts in accordance with the policy.

Form 990, Part VI, Section B, Line 15:

The Board of Directors hires the President, sets executive compensation and
annually reviews the reasonableness of the President's compensation and the
compensation of other management and key employees of the organization
through comparison to executives of similar organizations. The President
approves the salaries of all other employees, which is ratified by the

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

Schedule O (Form 990 or 990-EZ) (2017)

732211 09-07-17

Name of the organization NEO PHILANTHROPY, INC.	Employer identification number 13-3191113
--	--

Board.

Form 990, Part VI, Section C, Line 19:

Governing documents, the conflict of interest policy and financial statements are available to the public upon request.

Form 990, Part IX, Line 11g, Other Fees:

Consultants:

Program service expenses	8,607,286.
Management and general expenses	175,625.
Fundraising expenses	0.
Total expenses	8,782,911.

Public relations and website:

Program service expenses	3,486.
Management and general expenses	872.
Fundraising expenses	0.
Total expenses	4,358.
Total Other Fees on Form 990, Part IX, line 11g, Col A	8,787,269.

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) NEO Philanthropy Action Fund, Inc.	O	188,272.	
(2) NEO Philanthropy Action Fund, Inc.	J	19,261.	
(3) NEO Philanthropy Action Fund, Inc.	Q	34,111.	
(4)			
(5)			
(6)			

