

NEO PHILANTHROPY, INC.  
FORM 990  
TAX YEAR 2021

# Return of Organization Exempt From Income Tax

OMB No. 1545-0047

# Form 990

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

# 2021

Department of the Treasury  
Internal Revenue Service

▶ Do not enter Social Security numbers on this form as it may be made public.  
▶ Information about Form 990 and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

**Open to Public Inspection**

## A For the 2021 calendar year, or tax year beginning and ending

<b>B</b> Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<b>C</b> Name of organization NEO PHILANTHROPY, INC.			<b>D</b> Employer identification number 13-3191113	
	Doing Business As			<b>E</b> 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				
	City or town, state or province, country, and ZIP or foreign postal code NEW YORK, NY 10018				
<b>F</b> Name and address of principal officer: MICHELE LORD 45 WEST 36TH STREET, 6TH FLOOR, NEW YORK, NY 10018			<b>G</b> Gross receipts \$ 151,847,559.		
<b>I</b> 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			<b>H(a)</b> Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
<b>J</b> Website: WWW.NEOPHILANTHROPY.ORG			<b>H(b)</b> Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No		
<b>K</b> Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶			<b>L</b> Year of formation: 1983 <b>M</b> State of legal domicile: NY		
			<b>H(c)</b> Group exemption number ▶		

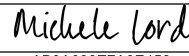
## Part I Summary


Activities & Governance	<b>1</b> Briefly describe the organization's mission or most significant activities: <u>SEE SCHEDULE O</u>		
	<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	9
	<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	9
	<b>5</b> Total number of individuals employed in calendar year 2021 (Part V, line 2a)	<b>5</b>	318
	<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b>	10
	<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	
<b>b</b> Net unrelated business taxable income from Form 990-T, line 34	<b>7b</b>		
Revenue	<b>8</b> Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	<b>9</b> Program service revenue (Part VIII, line 2g)	132,519,400.	143,384,879.
	<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	583,832.	895,158.
	<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	319,353.	78,162.
	<b>12</b> Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	NONE	NONE
		133,422,585.	144,358,199.
Expenses	<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)	86,287,028.	60,340,972.
	<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)	NONE	NONE
	<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	19,812,689.	24,052,599.
	<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)	NONE	NONE
	<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶ 658,225.		
	<b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	21,861,489.	21,248,130.
	<b>18</b> Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	127,961,206.	105,641,701.
<b>19</b> Revenue less expenses. Subtract line 18 from line 12	5,461,379.	38,716,498.	
Net Assets or Fund Balances	<b>20</b> Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	<b>21</b> Total liabilities (Part X, line 26)	96,344,863.	141,436,471.
	<b>22</b> Net assets or fund balances. Subtract line 21 from line 20.	7,297,986.	14,388,664.
	89,046,877.	127,047,807.	

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## Part II Signature Block

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

<b>Sign Here</b>		10/28/2022
	Michele Lord	Date
	President	
	Type or print name and title	

<b>Paid Preparer Use Only</b>	Print/Type preparer's name AARON SHAPIRO	Preparer's signature 	Date 10.28.2022	Check <input type="checkbox"/> if self-employed	PTIN P01333816
	Firm's name ▶ FORVIS, LLP	Firm's EIN ▶ 44-0160260		Phone no. 212-867-4000	
	Firm's address ▶ 1155 AVENUE OF THE AMERICAS #1200 NEW YORK, NY 10036				

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

For Paperwork Reduction Act Notice, see the separate instructions.

Form 990 (2021)

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. BRINGS TOGETHER AND STRENGTHENS 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

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

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. 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 \$ 20,640,283. including grants of \$ 19,045,000. ) (Revenue \$ )

THE 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 TO PROTECT THEIR RIGHT TO VOTE.

4b (Code: ) (Expenses \$ 26,363,067. including grants of \$ 2,248,101. ) (Revenue \$ )

THE FISCAL SPONSORSHIP PROGRAM PROVIDES ADMINISTRATIVE AND SUPPORT SERVICES TO OTHER NONPROFIT ORGANIZATIONS AND/OR PROJECTS THAT DO NOT HAVE 501(C)(3) TAX EXEMPT STATUS. THIS PROGRAM ALSO WORKS WITH THESE ORGANIZATIONS, SERVING AS AN INCUBATOR FOR PROJECTS THAT ARE CLOSELY ALIGNED WITH THE ORGANIZATION'S MISSION.

4c (Code: ) (Expenses \$ 33,336,038. including grants of \$ 22,244,770. ) (Revenue \$ )

THE DONOR SERVICES PROGRAM PROVIDES STRATEGIC, OPERATIONAL, AND SUPPORT SERVICES TO DONOR-DRIVEN PROJECTS, DEVELOPED IN COLLABORATION WITH FUNDERS. FUNDERS INCLUDE PRIVATE FOUNDATIONS, PHILANTHROPIC AFFINITY GROUPS, CORPORATE DONORS, COMMUNITY FOUNDATIONS, AS WELL AS INDIVIDUALS. ALTHOUGH DONOR-DRIVEN, DONOR SERVICES PROJECTS MUST FIRST AND FOREMOST BE ALIGNED WITH OUR ORGANIZATIONAL MISSION AND VALUES AND CAN INCLUDE SIGNIFICANT GRANTMAKING EFFORTS.

4d Other program services (Describe on Schedule O.) SEE SCHEDULE O (Expenses \$ 19,427,668. including grants of \$ 16,803,101. ) (Revenue \$ 895,158. )

4e Total program service expenses 99,767,056.

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return. <b>2a</b> 318		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note:</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year? . . . . .		X
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i> . . . . .		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? . . . . .		X
b	If "Yes," enter the name of the foreign country <b>▶</b> _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . . . .		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T? . . . . .		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? . . . . .		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . . . .		
7	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? . . . . .	X	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided? . . . . .	X	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . . . .		X
d	If "Yes," indicate the number of Forms 8282 filed during the year <b>7d</b>		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . . . .		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? . . . . .		
8	<b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? . . . . .		
9	<b>Sponsoring organizations maintaining donor advised funds.</b>		
a	Did the sponsoring organization make any taxable distributions under section 4966? . . . . .		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . . . .		
10	<b>Section 501(c)(7) organizations.</b> Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12 . . . . . <b>10a</b>		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . . . . . <b>10b</b>		
11	<b>Section 501(c)(12) organizations.</b> Enter:		
a	Gross income from members or shareholders . . . . . <b>11a</b>		
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.) . . . . . <b>11b</b>		
12a	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year . . . . . <b>12b</b>		
13	<b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>		
a	Is the organization licensed to issue qualified health plans in more than one state? . . . . . <b>13a</b> <b>Note:</b> See the instructions for additional information the organization must report on Schedule O.		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans . . . . . <b>13b</b>		
c	Enter the amount of reserves on hand . . . . . <b>13c</b>		
14a	Did the organization receive any payments for indoor tanning services during the tax year? . . . . .		X
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i> . . . . .		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? . . . . . <b>15</b> If "Yes," see the instructions and file Form 4720, Schedule N.		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O. <b>16</b>		X
17	<b>Section 501(c)(21) organizations.</b> Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? . . . . . <b>17</b> If "Yes," complete Form 6069.		

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI [X]

Section A. Governing Body and Management

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

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

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

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed SEE SCHEDULE O
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c) (3)s only) available for public inspection. Indicate how you made these available. Check all that apply. [X] Own website [ ] Another's website [X] Upon request [ ] Other (explain on Schedule O)
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records NEO PHILANTHROPY, INC. 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 the instructions for definition of "key employee."
  - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
  - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
  - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) DWANA FRANKLIN DAVIS PROGRAM DIRECTOR	40.00 NONE					X	302,698.	NONE	43,899.	
(2) MICHELE LORD PRESIDENT	39.00 1.00			X			293,311.	1,564.	43,651.	
(3) EDWIN REKOSH PROGRAM DIRECTOR	40.00 NONE					X	241,740.	NONE	35,636.	
(4) LISA VERSACI PROGRAM DIRECTOR	40.00 NONE				X		238,750.	NONE	23,383.	
(5) ERIN BALLARD CHIEF OPERATING OFFICER	39.00 1.00			X			200,107.	3,177.	42,193.	
(6) RINI CHAKRABORTY PROGRAM DIRECTOR	39.00 1.00				X		228,279.	388.	12,770.	
(7) REBECCA CARSON SENIOR PROGRAM OFFICER	37.00 3.00					X	177,200.	13,023.	36,982.	
(8) SU LIM CHIEF FINANCIAL OFFICER	36.00 4.00			X			165,037.	20,630.	27,513.	
(9) TANYA HOUSE SENIOR PROGRAM OFFICER	40.00 NONE					X	181,760.	NONE	31,077.	
(10) ROBERT BRAY DIRECTOR, COMMUNICATIONS	40.00 NONE					X	188,542.	NONE	21,475.	
(11) ANITA KHASHU PROGRAM DIRECTOR	39.00 1.00				X		155,233.	2,920.	15,750.	
(12) JOHN GILROY, ESQ. CHAIRPERSON	1.00 1.00	X		X			NONE	NONE	NONE	
(13) BEN WYSKIDA VICE CHAIRPERSON	1.00 NONE	X		X			NONE	NONE	NONE	
(14) SEAN THOMAS-BREITFELD FIRST VICE CHAIR	1.00 NONE	X		X			NONE	NONE	NONE	



**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 dotted 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			
( 15 ) KERRIEN SUAREZ ----- SECOND VICE CHAIR	1.00 ----- NONE	X		X				NONE	NONE	NONE
( 16 ) CHRIS MEYER, ESQ. ----- SECRETARY (THROUGH 12/8)	1.00 ----- NONE	X		X				NONE	NONE	NONE
( 17 ) CHRISTINA SCHATZ ----- SECRETARY/TREASURER	1.00 ----- NONE	X		X				NONE	NONE	NONE
( 18 ) CATHY ALBISA ----- BOARD MEMBER	1.00 ----- NONE	X						NONE	NONE	NONE
( 19 ) GLENN HARRIS ----- BOARD MEMBER	1.00 ----- NONE	X						NONE	NONE	NONE
( 20 ) KRISTEN RUFF ----- BOARD MEMBER	1.00 ----- NONE	X						NONE	NONE	NONE
( 21 ) DAREN SANDOW ----- BOARD MEMBER	1.00 ----- NONE	X						NONE	NONE	NONE
<b>1b Sub-total</b> . . . . .							▶	2,372,657.	41,702.	334,329.
<b>c Total from continuation sheets to Part VII, Section A</b> . . . . .							▶	NONE	NONE	NONE
<b>d Total (add lines 1b and 1c)</b> . . . . .							▶	2,372,657.	41,702.	334,329.

**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 ▶ 56

	Yes	No
<b>3</b> Did the organization list any <b>former</b> officer, director, or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i> . . . . .		X
<b>4</b> 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	
<b>5</b> 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
SEE SCHEDULE O		

**2** Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ▶ 37

**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	
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1a</b> Federated campaigns . . . . .	<b>1a</b>						
	<b>b</b> Membership dues . . . . .	<b>1b</b>						
	<b>c</b> Fundraising events . . . . .	<b>1c</b>						
	<b>d</b> Related organizations . . . . .	<b>1d</b>						
	<b>e</b> Government grants (contributions) . .	<b>1e</b>		2,320,000.				
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above .	<b>1f</b>		141,064,879.				
	<b>g</b> Noncash contributions included in lines 1a-1f . . . . .	<b>1g</b>	\$	7,489,360.				
	<b>h Total.</b> Add lines 1a-1f . . . . .			143,384,879.				
	<b>Program Service Revenue</b>				<b>Business Code</b>			
<b>2a</b> CONFERENCE FEES			541900	25,533.	25,533.			
<b>b</b> CONSULTING FEES			541610	671,316.	671,316.			
<b>c</b> PROGRAM REVENUE			541900	160,407.	160,407.			
<b>d</b> OTHER			900099	37,902.	37,902.			
<b>e</b> _____								
<b>g Total.</b> Add lines 2a-2f . . . . .				895,158.				
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) . . . . .			73,580.			73,580.	
	<b>4</b> Income from investment of tax-exempt bond proceeds .			NONE				
	<b>5</b> Royalties . . . . .			NONE				
	<b>6a</b> Gross rents . . . . .	<b>6a</b>	(i) Real	(ii) Personal				
			<b>b</b> Less: rental expenses	<b>6b</b>				
			<b>c</b> Rental income or (loss)	<b>6c</b>	NONE	NONE		
	<b>d</b> Net rental income or (loss) . . . . .				NONE			
	<b>7a</b> Gross amount from sales of assets other than inventory	<b>7a</b>	(i) Securities	(ii) Other				
			<b>b</b> Less: cost or other basis and sales expenses . .	<b>7b</b>	7,489,360.			
			<b>c</b> Gain or (loss) . . . . .	<b>7c</b>	4,582.			
	<b>d</b> Net gain or (loss) . . . . .				4,582.		4,582.	
	<b>8a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 . . . . .	<b>8a</b>		NONE				
			<b>b</b> Less: direct expenses . . . . .	<b>8b</b>	NONE			
			<b>c</b> Net income or (loss) from fundraising events . . . . .			NONE		
	<b>9a</b> Gross income from gaming activities. See Part IV, line 19 . . . . .	<b>9a</b>		NONE				
<b>b</b> Less: direct expenses . . . . .			<b>9b</b>	NONE				
<b>c</b> Net income or (loss) from gaming activities . . . . .					NONE			
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . .	<b>10a</b>		NONE					
		<b>b</b> Less: cost of goods sold . . . . .	<b>10b</b>	NONE				
		<b>c</b> Net income or (loss) from sales of inventory . . . . .			NONE			
<b>Miscellaneous Revenue</b>				<b>Business Code</b>				
	<b>11a</b> _____							
	<b>b</b> _____							
	<b>c</b> _____							
	<b>d</b> All other revenue . . . . .							
<b>e Total.</b> Add lines 11a-11d . . . . .				NONE				
<b>12 Total revenue.</b> See instructions . . . . .				144,358,199.	895,158.		78,162.	

**Part IX Statement of Functional Expenses**

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

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

**Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.**

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 . . . . .	59,720,328.	59,720,328.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22 . . . . .	NONE			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 . . . . .	620,644.	620,644.		
4 Benefits paid to or for members . . . . .	NONE			
5 Compensation of current officers, directors, trustees, and key employees . . . . .	1,441,811.	523,253.	483,111.	435,447.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .	NONE			
7 Other salaries and wages . . . . .	17,644,384.	15,038,107.	2,485,232.	121,045.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) . . . . .	566,743.	467,638.	94,506.	4,599.
9 Other employee benefits . . . . .	2,940,785.	2,621,960.	318,078.	747.
10 Payroll taxes . . . . .	1,458,876.	1,241,463.	189,208.	28,205.
11 Fees for services (nonemployees):				
a Management . . . . .	NONE			
b Legal . . . . .	207,031.	46,701.	160,330.	
c Accounting . . . . .	53,250.	11,891.	41,359.	
d Lobbying . . . . .	26,667.	26,667.		
e Professional fundraising services. See Part IV, line 17 . . . . .	NONE			
f Investment management fees . . . . .	14,705.		14,705.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Schedule O.) . . . . .	SEE SCHE O 18,107,748.	17,400,378.	707,370.	
12 Advertising and promotion . . . . .	57,135.	52,273.	4,862.	
13 Office expenses . . . . .	1,085,330.	859,257.	205,957.	20,116.
14 Information technology . . . . .	171,662.	86,770.	77,303.	7,589.
15 Royalties . . . . .	NONE			
16 Occupancy . . . . .	587,926.	277,129.	275,700.	35,097.
17 Travel . . . . .	338,505.	324,213.	8,912.	5,380.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .	NONE			
19 Conferences, conventions, and meetings . . . . .	389,300.	375,112.	14,188.	
20 Interest . . . . .	NONE			
21 Payments to affiliates . . . . .	NONE			
22 Depreciation, depletion, and amortization . . . . .	46,263.		46,263.	
23 Insurance . . . . .	72,651.	17,562.	55,089.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a MISCELLANEOUS . . . . .	64,522.	33,375.	31,147.	
b EDUCATION AND OUTREACH . . . . .	25,435.	22,335.	3,100.	
c . . . . .				
d . . . . .				
e All other expenses . . . . .				
<b>25 Total functional expenses.</b> Add lines 1 through 24e	105,641,701.	99,767,056.	5,216,420.	658,225.
<b>26 Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720) . . . . .				

**Part X Balance Sheet**

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

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing . . . . .	20,812,966.	<b>1</b>	30,155,764.
	<b>2</b> Savings and temporary cash investments . . . . .	49,217,713.	<b>2</b>	69,825,046.
	<b>3</b> Pledges and grants receivable, net . . . . .	25,491,988.	<b>3</b>	40,582,485.
	<b>4</b> Accounts receivable, net . . . . .	108,385.	<b>4</b>	84,596.
	<b>5</b> Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons . . . . .	NONE	<b>5</b>	NONE
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) . . . . .	NONE	<b>6</b>	NONE
	<b>7</b> Notes and loans receivable, net . . . . .	NONE	<b>7</b>	NONE
	<b>8</b> Inventories for sale or use . . . . .	NONE	<b>8</b>	NONE
	<b>9</b> Prepaid expenses and deferred charges . . . . .	527,603.	<b>9</b>	649,735.
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D . . . . .	<b>10a</b> 504,391.		
	<b>b</b> Less: accumulated depreciation . . . . .	<b>10b</b> 369,614.		
		181,040.	<b>10c</b>	134,777.
	<b>11</b> Investments - publicly traded securities . . . . .	NONE	<b>11</b>	NONE
	<b>12</b> Investments - other securities. See Part IV, line 11 . . . . .	NONE	<b>12</b>	NONE
	<b>13</b> Investments - program-related. See Part IV, line 11 . . . . .	NONE	<b>13</b>	NONE
	<b>14</b> Intangible assets . . . . .	NONE	<b>14</b>	NONE
<b>15</b> Other assets. See Part IV, line 11 . . . . .	5,168.	<b>15</b>	4,068.	
<b>16 Total assets.</b> Add lines 1 through 15 (must equal line 33) . . . . .	96,344,863.	<b>16</b>	141,436,471.	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	3,089,056.	<b>17</b>	6,327,537.
	<b>18</b> Grants payable . . . . .	1,888,930.	<b>18</b>	8,061,127.
	<b>19</b> Deferred revenue . . . . .	2,320,000.	<b>19</b>	NONE
	<b>20</b> Tax-exempt bond liabilities . . . . .	NONE	<b>20</b>	NONE
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D . . . . .	NONE	<b>21</b>	NONE
	<b>22</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons . . . . .	NONE	<b>22</b>	NONE
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .	NONE	<b>23</b>	NONE
	<b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .	NONE	<b>24</b>	NONE
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D . . . . .	NONE	<b>25</b>	NONE
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	7,297,986.	<b>26</b>	14,388,664.
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions . . . . .	8,357,003.	<b>27</b>	11,870,922.
	<b>28</b> Net assets with donor restrictions . . . . .	80,689,874.	<b>28</b>	115,176,885.
	<b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds . . . . .		<b>29</b>	
	<b>30</b> Paid-in or capital surplus, or land, building, or equipment fund . . . . .		<b>30</b>	
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds . . . . .		<b>31</b>	
	<b>32</b> Total net assets or fund balances . . . . .	89,046,877.	<b>32</b>	127,047,807.
<b>33</b> Total liabilities and net assets/fund balances . . . . .	96,344,863.	<b>33</b>	141,436,471.	

**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	144,358,199.
2	Total expenses (must equal Part IX, column (A), line 25)	2	105,641,701.
3	Revenue less expenses. Subtract line 2 from line 1	3	38,716,498.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	89,046,877.
5	Net unrealized gains (losses) on investments	5	-568.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	-715,000.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	127,047,807.

**Part XII Financial Statements and Reporting**

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

- 1 Accounting method used to prepare the Form 990:  Cash  Accrual  Other \_\_\_\_\_  
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant? . . . . .  
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:  
 Separate basis  Consolidated basis  Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant? . . . . .  
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:  
 Separate basis  Consolidated basis  Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? . . . . .  
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? . . . . .
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits . . . . .

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

Form 990 (2021)

**SCHEDULE A  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Public Charity Status and Public Support**

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

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

**2021**

**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).)
- 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 on 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		
(A)						
(B)						
(C)						
(D)						
(E)						
<b>Total</b>						

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

Schedule A (Form 990) 2021

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

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Tax revenues levied for the organization's benefit; 3 The value of services or facilities furnished by a governmental unit; 4 Total; 5 The portion of total contributions by each person; 6 Public support.

Section B. Total Support

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 7 Amounts from line 4; 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 9 Net income from unrelated business activities; 10 Other income; 11 Total support; 12 Gross receipts from related activities; 13 First 5 years.

Section C. Computation of Public Support Percentage

Table with 2 columns: Line number, Percentage. Rows include: 14 Public support percentage for 2021 (69.57%); 15 Public support percentage from 2020 Schedule A, Part II, line 14 (70.49%); 16a 33 1/3% support test - 2021 (checked); 16b 33 1/3% support test - 2020; 17a 10%-facts-and-circumstances test - 2021; 17b 10%-facts-and-circumstances test - 2020; 18 Private foundation.

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

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 7c Add lines 7a and 7b; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included in line 10b; 12 Other income; 13 Total support.

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

Section C. Computation of Public Support Percentage

Table with 3 columns: Description, 2021, 2020. Row 15: Public support percentage for 2021; Row 16: Public support percentage from 2020 Schedule A, Part III, line 15.

Section D. Computation of Investment Income Percentage

Table with 3 columns: Description, 2021, 2020. Row 17: Investment income percentage for 2021; Row 18: Investment income percentage from 2020 Schedule A, Part III, line 17.

19a 33 1/3% support tests - 2021. 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.

19b 33 1/3% support tests - 2020. 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.

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 box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

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

**Part IV Supporting Organizations** (continued)

		Yes	No
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 on lines 11b and 11c below, the governing body of a supported organization?	11a	
b	A family member of a person described on line 11a above?	11b	
c	A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in <b>Part VI</b> .	11c	

**Section B. Type I Supporting Organizations**

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

**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 <b>Part VI</b> how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).	1	

**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?	1	
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 <b>Part VI</b> how the organization maintained a close and continuous working relationship with the supported organization(s).	2	
3	By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in <b>Part VI</b> the role the organization's supported organizations played in this regard.	3	

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

**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	<b>Adjusted Net Income</b> (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	<b>Total</b> (add lines 1a, 1b, and 1c)	1d	
e	<b>Discount</b> claimed for blockage or other factors ( <i>explain in detail in Part VI</i> ):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	<b>Minimum Asset Amount</b> (add line 7 to line 6)	8	
Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Schedule A (Form 990) 2021

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i> )	5
6	Other distributions ( <i>describe in Part VI</i> ). See instructions.	6
7	<b>Total annual distributions.</b> Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive ( <i>provide details in Part VI</i> ). See instructions.	8
9	Distributable amount for 2021 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)		(i) Excess Distributions	(ii) Underdistributions Pre-2021	(iii) Distributable Amount for 2021
1	Distributable amount for 2021 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2021 (reasonable cause required - <i>explain in Part VI</i> ). See instructions.			
3	Excess distributions carryover, if any, to 2021			
a	From 2016 . . . . .			
b	From 2017 . . . . .			
c	From 2018 . . . . .			
d	From 2019 . . . . .			
e	From 2020 . . . . .			
f	<b>Total</b> of lines 3a through 3e			
g	Applied to underdistributions of prior years			
h	Applied to 2021 distributable amount			
i	Carryover from 2016 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4	Distributions for 2021 from Section D, line 7: \$			
a	Applied to underdistributions of prior years			
b	Applied to 2021 distributable amount			
c	Remainder. Subtract lines 4a and 4b from line 4.			
5	Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6	Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7	<b>Excess distributions carryover to 2022.</b> Add lines 3j and 4c.			
8	Breakdown of line 7:			
a	Excess from 2017 . . . .			
b	Excess from 2018 . . . .			
c	Excess from 2019 . . . .			
d	Excess from 2020 . . . .			
e	Excess from 2021 . . . .			

**Schedule B  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Schedule of Contributors**

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

OMB No. 1545-0047

**2021**

Name of the organization

Employer identification number

NEO PHILANTHROPY, INC.

13-3191113

**Organization type** (check one):

**Filers of:**

**Section:**

Form 990 or 990-EZ

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

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

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

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

501(c)(3) taxable private foundation

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

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

**General Rule**

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

**Special Rules**

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

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

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

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

Name of organization NEO PHILANTHROPY, INC.	Employer identification number 13-3191113
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**Part I** **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	N/A	\$ 23,800,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	N/A	\$ 7,025,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	N/A	\$ 3,412,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	N/A	\$ 11,070,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	N/A	\$ 8,693,916.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input checked="" type="checkbox"/> (Complete Part II for noncash contributions.)
6	N/A	\$ 18,450,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization <p style="text-align: center;">NEO PHILANTHROPY, INC.</p>	Employer identification number <p style="text-align: center;">13-3191113</p>
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**Part I** **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	N/A <hr/> <hr/> <hr/>	\$ 5,270,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8	N/A <hr/> <hr/> <hr/>	\$ 3,000,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization <p style="text-align: center;">NEO PHILANTHROPY, INC.</p>	Employer identification number <p style="text-align: center;">13-3191113</p>
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**Part II** **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
5	STOCK _____ _____ _____	\$ 5,433,494.	11/19/2021
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____



SCHEDULE C (Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2021

Open to Public Inspection

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.

Department of the Treasury Internal Revenue Service

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.

Table with 2 columns: Name of organization (NEO PHILANTHROPY, INC.) and 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. See instructions for definition of "political campaign activities."
2 Political campaign activity expenditures. See instructions \$
3 Volunteer hours for political campaign activities. See instructions

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.

Table with 5 columns: (a) Name, (b) Address, (c) EIN, (d) Amount paid from filing organization's funds, (e) Amount of political contributions received and promptly and directly delivered to a separate political organization. Rows 1-6.

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

Schedule C (Form 990) 2021

**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.

<b>Limits on Lobbying Expenditures</b> <b>(The term "expenditures" means amounts paid or incurred.)</b>		<b>(a)</b> Filing organization's totals	<b>(b)</b> Affiliated group totals												
<b>1a</b> Total lobbying expenditures to influence public opinion (grassroots lobbying) . . . . .															
<b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying) . . . . .															
<b>c</b> Total lobbying expenditures (add lines 1a and 1b) . . . . .															
<b>d</b> Other exempt purpose expenditures . . . . .															
<b>e</b> Total exempt purpose expenditures (add lines 1c and 1d) . . . . .															
<b>f</b> Lobbying nontaxable amount. Enter the amount from the following table in both columns.															
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
<b>g</b> Grassroots nontaxable amount (enter 25% of line 1f) . . . . .															
<b>h</b> Subtract line 1g from line 1a. If zero or less, enter -0- . . . . .															
<b>i</b> Subtract line 1f from line 1c. If zero or less, enter -0- . . . . .															
<b>j</b> 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.)

<b>Lobbying Expenditures During 4-Year Averaging Period</b>					
Calendar year (or fiscal year beginning in)	<b>(a)</b> 2018	<b>(b)</b> 2019	<b>(c)</b> 2020	<b>(d)</b> 2021	<b>(e)</b> Total
<b>2a</b> Lobbying nontaxable amount					
<b>b</b> Lobbying ceiling amount (150% of line 2a, column (e))					
<b>c</b> Total lobbying expenditures					
<b>d</b> Grassroots nontaxable amount					
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					
<b>f</b> 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)).

Table with 3 main columns: Description, (a) Yes/No, and (b) Amount. Rows include: 1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation...; a Volunteers?; b Paid staff or management...; c Media advertisements?; d Mailings to members...; e Publications...; f Grants to other organizations...; g Direct contact with legislators...; h Rallies, demonstrations...; i Other activities?; j Total...; 2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?; 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).

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

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."

Table with 2 main columns: Description and Amount. Rows include: 1 Dues, assessments and similar amounts from members; 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; b Carryover from last year; c Total; 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues; 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?; 5 Taxable amount of lobbying and political expenditures. See instructions.

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.

SEE PAGE 4

Blank lines for supplemental information.

**Part IV** Supplemental Information (continued)

PART II-B, LOBBYING ACTIVITIES:

PART II-B LINE 1(D): EMAILS, MAILINGS, AND NEWSLETTERS SENT TO CONSTITUENTS AND LEGISLATORS ON ISSUE AREAS INCLUDING IMMIGRANT RIGHTS, HUMAN RIGHTS, AND REPRODUCTIVE HEALTHCARE. A PORTION OF THE WORK INVOLVED LOBBYING ACTIVITIES.

PART II-B LINE 1(E): PRESS AND SOCIAL MEDIA STATEMENTS SUPPORTING ACTION OR LEGISLATION ON ISSUE AREAS INCLUDING IMMIGRANT RIGHTS, HUMAN RIGHTS, WORKERS RIGHTS, AND REPRODUCTIVE HEALTHCARE.

PART II-B LINE 1(F): GRANTS TO OTHER ORGANIZATIONS FOR THE PURPOSE OF LOBBYING.

PART II-B LINE 1(G): DIRECT CONTACT AND ADVOCACY WITH LEGISLATORS AND LEGISLATIVE BODIES REGARDING ISSUE AREAS INCLUDING IMMIGRANTS RIGHTS, HUMAN RIGHTS, AND REPRODUCTIVE HEALTHCARE. ALSO HIRED CONSULTANTS TO CONDUCT STRATEGY AND ADVOCACY WORK IN HEALTHCARE ACCESS. A PORTION OF THE WORK INVOLVED LOBBYING ACTIVITIES.

PART II-B LINE 1(H): PREPARATION OF MATERIALS FOR, TRANSPORTATION TO, AND ATTENDANCE AT RALLIES OR EVENTS SUPPORTING ACTION OR LEGISLATION ON ISSUE AREAS INCLUDING IMMIGRANT RIGHTS, HUMAN RIGHTS, AND HEALTHCARE.

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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.

Name of the organization

Employer identification number

NEO PHILANTHROPY, INC.

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.

Table with 3 columns: Line number, Description, (a) Donor advised funds, (b) Funds and other accounts. Includes rows for total number at end of year, aggregate value of contributions, grants, and end of year, and two Yes/No questions regarding donor advisement.

Part II Conservation Easements.

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

Table with 3 columns: Line number, Description, and Held at the End of the Tax Year. Includes questions about purpose of easements, total number, acreage, and monitoring expenses.

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

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

Table with 3 columns: Line number, Description, and Amount. Includes questions about reporting art and historical treasures.

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

Schedule D (Form 990) 2021

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

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):

- a  Public exhibition
- b  Scholarly research
- c  Preservation for future generations
- d  Loan or exchange program
- e  Other \_\_\_\_\_

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?  Yes  No

**Part IV Escrow and Custodial Arrangements.**

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

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?  Yes  No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

	Amount
c Beginning balance	1c
d Additions during the year	1d
e Distributions during the year	1e
f Ending balance	1f

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?  Yes  No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided 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 Term endowment \_\_\_\_\_%

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) Unrelated organizations
- (ii) Related organizations

	Yes	No
3a(i)		
3a(ii)		
3b		

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

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		323,991.	189,524.	134,467.
d Equipment		180,400.	180,090.	310.
e Other				
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				134,777.

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, followed by rows (2) through (9) and Total.

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

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

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

<b>1</b>	Total revenue, gains, and other support per audited financial statements . . . . .	<b>1</b>	144,342,926.
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
<b>a</b>	Net unrealized gains (losses) on investments . . . . .	<b>2a</b>	-568.
<b>b</b>	Donated services and use of facilities . . . . .	<b>2b</b>	
<b>c</b>	Recoveries of prior year grants . . . . .	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.) . . . . .	<b>2d</b>	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .	<b>2e</b>	-568.
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .	<b>3</b>	144,343,494.
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>	14,705.
<b>b</b>	Other (Describe in Part XIII.) . . . . .	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .	<b>4c</b>	14,705.
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.) . . . . .	<b>5</b>	144,358,199.

**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.

<b>1</b>	Total expenses and losses per audited financial statements . . . . .	<b>1</b>	106,341,996.
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
<b>a</b>	Donated services and use of facilities . . . . .	<b>2a</b>	
<b>b</b>	Prior year adjustments . . . . .	<b>2b</b>	
<b>c</b>	Other losses . . . . .	<b>2c</b>	715,000.
<b>d</b>	Other (Describe in Part XIII.) . . . . .	<b>2d</b>	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .	<b>2e</b>	715,000.
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .	<b>3</b>	105,626,996.
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>	14,705.
<b>b</b>	Other (Describe in Part XIII.) . . . . .	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .	<b>4c</b>	14,705.
<b>5</b>	Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.) . . . . .	<b>5</b>	105,641,701.

**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.

SEE SUPPLEMENTAL PAGE



**Part XIII** Supplemental Information *(continued)*

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SCHEDULE D, PART X, LINE 2:

MANAGEMENT HAS EVALUATED THEIR INCOME TAX POSITIONS UNDER THE GUIDANCE INCLUDED IN ASC 740. BASED ON THEIR REVIEW, MANAGEMENT HAS NOT IDENTIFIED ANY MATERIAL UNCERTAIN TAX POSITIONS TO BE RECORDED OR DISCLOSED IN THE FINANCIAL STATEMENTS.

**SCHEDULE F  
(Form 990)**

**Statement of Activities Outside the United States**

OMB No. 1545-0047

**2021**

**Open to Public Inspection**

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

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.

- 1 **For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . .  **Yes**  **No**
- 2 **For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1) EUROPE (INCLUDING ICELAND AND			GRANTMAKING		620,644.
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
<b>3a</b> Subtotal . . . . .					620,644.
<b>b</b> Total from continuation sheets to Part I . . . . .					
<b>c Totals</b> (add lines 3a and 3b)					620,644.

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

Schedule F (Form 990) 2021

**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)
(1)			EUROPE/ICELAND/GREENLAND	PROGRAM GRAN	291,400.	WIRE			
(2)			EUROPE/ICELAND/GREENLAND	PROGRAM GRAN	95,000.	WIRE			
(3)			EUROPE/ICELAND/GREENLAND	PROGRAM GRAN	71,000.	WIRE			
(4)			EUROPE/ICELAND/GREENLAND	PROGRAM GRAN	28,000.	WIRE			
(5)			EUROPE/ICELAND/GREENLAND	PROGRAM GRAN	27,700.	WIRE			
(6)			EUROPE/ICELAND/GREENLAND	PROGRAM GRAN	20,000.	WIRE			
(7)			EUROPE/ICELAND/GREENLAND	PROGRAM GRAN	20,000.	WIRE			
(8)			EUROPE/ICELAND/GREENLAND	PROGRAM GRAN	20,000.	WIRE			
(9)			EUROPE/ICELAND/GREENLAND	PROGRAM GRAN	11,544.	WIRE			
(10)			EUROPE/ICELAND/GREENLAND	PROGRAM GRAN	10,000.	WIRE			
(11)			EUROPE/ICELAND/GREENLAND	PROGRAM GRAN	10,000.	WIRE			
(12)			EUROPE/ICELAND/GREENLAND	PROGRAM GRAN	8,000.	WIRE			
(13)			EUROPE/ICELAND/GREENLAND	PROGRAM GRAN	8,000.	WIRE			
(14)									
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . ▶ 13

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

**Part III** **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16.  
 Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

**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

**Part V Supplemental Information**

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

SCHEDULE F, PART I, LINE 2

EACH OF THE GRANTEE ORGANIZATIONS MUST SUBMIT A REPORT DETAILING THE PROGRAM ACCOMPLISHMENTS AND FINANCIAL EXPENDITURES AT THE END OF THE GRANT PERIOD.

**SCHEDULE I  
(Form 990)**

**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

**2021**

**Open to Public  
Inspection**

Department of the Treasury  
Internal Revenue Service

▶ Attach to Form 990.

▶ Go to [www.irs.gov/Form990](http://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**

- 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
- 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 noncash assistance	(h) Purpose of grant or assistance
<b>(1)</b> MEXICAN AMERICAN LEGAL DEFENSE & EDUC. FUND 634 S SPRING ST LOS ANGELES, CA 90014	74-1563270	501(C)(3)	3,600,000.				PROGRAM GRANT
<b>(2)</b> FORD FOUNDATION 320 EAST 43RD ST NEW YORK, NY 10017	13-1684331	501(C)(3)	3,458,000.				PROGRAM GRANT
<b>(3)</b> SOUTHEAST IMMIGRANT RIGHTS NETWORKS, INC. P.O. BOX 87119 COLLEGE PARK, GA 30337	81-2745490	501(C)(3)	1,000,000.				PROGRAM GRANT
<b>(4)</b> AI4ALL 535 MISSION ST SAN FRANCISCO, CA 94105	82-2792979	501(C)(3)	862,251.				PROGRAM GRANT
<b>(5)</b> STATE VOICES 1616 P ST NW WASHINGTON, DC 20036	20-1115618	501(C)(3)	855,500.				PROGRAM GRANT
<b>(6)</b> TIDES FOUNDATION P.O. BOX 29198 SAN FRANCISCO, CA 94129	51-0198509	501(C)(3)	830,400.				PROGRAM GRANT
<b>(7)</b> REWRITING THE CODE INC 300 EAST MAIN ST DURHAM, NC 27701	81-4978877	501(C)(3)	791,004.				PROGRAM GRANT
<b>(8)</b> AMERICAN INDIAN COLLEGE FUND 8333 GREENWOOD BLVD DENVER, CO 80221	52-1573446	501(C)(3)	766,000.				PROGRAM GRANT
<b>(9)</b> ASIAN AMERICANS ADVANCING JUSTICE ATLANTA 5680 OAKBROOK PARKWAY NORCROSS, GA 30093	27-2577567	501(C)(3)	685,000.				PROGRAM GRANT
<b>(10)</b> ONE ARIZONA 530 E MCDOWELL RD PHOENIX, AZ 85004	37-1782220	501(C)(3)	650,000.				PROGRAM GRANT
<b>(11)</b> DETENTION WATCH NETWORK 1915 I ST WASHINGTON, DC 20006	83-3874583	501(C)(3)	600,000.				PROGRAM GRANT
<b>(12)</b> BLUEPRINT NORTH CAROLINA 3739 NATIONAL DRIVE RALEIGH, NC 27612	27-2459538	501(C)(3)	515,000.				PROGRAM GRANT

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶ 423

3 Enter total number of other organizations listed in the line 1 table ▶ 8

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

Schedule I (Form 990) 2021

**SCHEDULE I  
(Form 990)**

**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.

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Name of the organization

NEO PHILANTHROPY, INC.

Employer identification number

13-3191113

**Part I General Information on Grants and Assistance**

- 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
- 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 noncash assistance	(h) Purpose of grant or assistance
<b>(1)</b> WORKERS DEFENSE PROJECT 5604 MANOR ROAD AUSTIN, TX 78723	35-2296166	501(C)(3)	508,000.				PROGRAM GRANT
<b>(2)</b> NAACP EMPOWERMENT PROGRAMS 4805 MOUNT HOPE DRIVE BALTIMORE, MD 21215	13-1084135	501(C)(3)	450,000.				PROGRAM GRANT
<b>(3)</b> UNITED WE DREAM NETWORK 1201 16TH ST NW WASHINGTON, DC 20036	46-2216565	501(C)(3)	444,325.				PROGRAM GRANT
<b>(4)</b> IMMIGRANT LEGAL RESOURCE CENTER 1458 HOWARD ST SAN FRANCISCO, CA 94103	94-2939540	501(C)(3)	430,000.				PROGRAM GRANT
<b>(5)</b> NEW VIRGINIA MAJORITY EDUCATION FUND P.O. BOX 22036 ALEXANDRIA, VA 22305	27-1705920	501(C)(3)	425,000.				PROGRAM GRANT
<b>(6)</b> RETHINK MEDIA, INC. 309 SHATTUCK AVE BERKELEY, CA 94704	46-2005479	501(C)(3)	420,000.				PROGRAM GRANT
<b>(7)</b> CENTER FOR CIVIC POLICY P.O. BOX 27616 ALBUQUERQUE, NM 87125	01-0869701	501(C)(3)	415,000.				PROGRAM GRANT
<b>(8)</b> CHINESE FOR AFFIRMATIVE ACTION 17 WALTER U LUM PLACE	94-2161304	501(C)(3)	400,000.				PROGRAM GRANT
<b>(9)</b> INFORMATION TECHNOLOGY SENIOR MGMT FORUM 1750 W FRONT ST BOISE, ID 83702	36-4252672	501(C)(3)	400,000.				PROGRAM GRANT
<b>(10)</b> NATL COALITION ON BLACK CIVIC PARTICIPATION 1666 K ST NW WASHINGTON, DC 20006	52-1253112	501(C)(3)	400,000.				PROGRAM GRANT
<b>(11)</b> PENNSYLVANIA VOICE 123 SOUTH BROAD ST PHILADELPHIA, PA 19109	81-1141448	501(C)(3)	400,000.				PROGRAM GRANT
<b>(12)</b> PROGEORGIA STATE TABLE INC 1530 DEKALB AVE ATLANTA, GA 30307	46-1064042	501(C)(3)	400,000.				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 ▶ \_\_\_\_\_

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

Schedule I (Form 990) 2021



**SCHEDULE I  
(Form 990)**

**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

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Name of the organization

NEO PHILANTHROPY, INC.

Employer identification number

13-3191113

**Part I General Information on Grants and Assistance**

- 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
- 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 noncash assistance	(h) Purpose of grant or assistance
<b>(1)</b> MEKONG, INC. 2471 UNIVERSITY AVE BRONX, NY 10468	80-0834777	501(C)(3)	390,000.				PROGRAM GRANT
<b>(2)</b> ALLIANCE FOR YOUTH ORGANIZING 915 5TH ST NORTHWEST WASHINGTON, DC 20001	46-2465621	501(C)(3)	375,000.				PROGRAM GRANT
<b>(3)</b> OHIO ORGANIZING COLLABORATIVE 25 E BOARDMAN ST YOUNGSTOWN, OH 44503	26-1601472	501(C)(3)	375,000.				PROGRAM GRANT
<b>(4)</b> HAITIAN BRIDGE ALLIANCE 13 OVERTURE LANE ALISO VIEJO, CA 92656	81-3558713	501(C)(3)	350,000.				PROGRAM GRANT
<b>(5)</b> PUBLIC ALLIES INC. 735 N WATER ST MILWAUKEE, WI 53202	52-1759564	501(C)(3)	350,000.				PROGRAM GRANT
<b>(6)</b> VIRGINIA CIVIC ENGAGEMENT TABLE P.O. BOX 8586 RICHMOND, VA 23226	47-5354509	501(C)(3)	350,000.				PROGRAM GRANT
<b>(7)</b> THE SIXTEEN THIRTY FUND 1201 CONNECTICUT AVE NW	26-4486735	501(C)(4)	350,000.				PROGRAM GRANT
<b>(8)</b> EQUALITY ALLIANCE OF SAN DIEGO COUNTY P.O. BOX 12266 SAN DIEGO, CA 92112	26-1712580	501(C)(3)	345,000.				PROGRAM GRANT
<b>(9)</b> LEAGUE OF CONSERVATION VOTERS EDUC FUND 740 15TH ST NW WASHINGTON, DC 20005	52-1379661	501(C)(3)	329,174.				PROGRAM GRANT
<b>(10)</b> NATIONAL IMMIGRATION LAW CENTER 3435 WILSHIRE BLVD LOS ANGELES, CA 90010	95-4539765	501(C)(3)	317,325.				PROGRAM GRANT
<b>(11)</b> TIDES CENTER 1629 K ST NW SUITE 400 WASHINGTON, DC 20006	94-3213100	501(C)(3)	315,000.				PROGRAM GRANT
<b>(12)</b> AFRICAN COMMUNITIES TOGETHER 127 WEST 127TH ST NEW YORK, NY 10027	46-1689772	501(C)(3)	305,000.				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 ▶

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

Schedule I (Form 990) 2021

SCHEDULE I (Form 990)

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

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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...
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.

Table with 8 columns: (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, (g) Description of non-cash assistance, (h) Purpose of grant or assistance. Rows include LA UNION DEL PUEBLO ENTERO, THE UNIVERSITY OF TEXAS EL PASO, COALITION OF ASIAN AMERICAN LEADERS, etc.

- 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

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Schedule I (Form 990) 2021

**SCHEDULE I  
(Form 990)**

**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

**2021**

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Name of the organization

NEO PHILANTHROPY, INC.

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**Part I General Information on Grants and Assistance**

- 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
- 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 noncash assistance	(h) Purpose of grant or assistance
<b>(1)</b> N. CAROLINA ASIAN AMERICANS TOGETHER(NCAAT) 711 HILLSBOROUGH ST RALEIGH, NC 27603	81-3125435	501(C)(3)	265,000.				PROGRAM GRANT
<b>(2)</b> EL PUEBLO P.O. BOX 33672 RALEIGH, NC 27636	56-1934310	501(C)(3)	262,500.				PROGRAM GRANT
<b>(3)</b> THE PRAXIS PROJECT P.O. BOX 7259 OAKLAND, CA 94601	30-0044814	501(C)(3)	261,000.				PROGRAM GRANT
<b>(4)</b> SOUTHERN COALITION FOR SOCIAL JUSTICE 1415 WEST HWY 54 DURHAM, NC 27707	26-0688375	501(C)(3)	260,500.				PROGRAM GRANT
<b>(5)</b> FREEDOM NETWORK USA P.O. BOX 7481 ARLINGTON, VA 22207	81-0758952	501(C)(3)	257,000.				PROGRAM GRANT
<b>(6)</b> FUND TEXAS CHOICE P.O. BOX 170280 BOSTON, MA 02117	04-3236982	501(C)(3)	255,000.				PROGRAM GRANT
<b>(7)</b> INTERRELIGIOUS FDN FOR COMMUNITY ORG 80 8TH AVE NEW YORK, NY 10011	13-2590548	501(C)(3)	252,500.				PROGRAM GRANT
<b>(8)</b> ARIZONA ADVOCACY FOUNDATION INC 221 E. INDIANOLA AVE PHOENIX, AZ 85012	02-0565840	501(C)(3)	250,000.				PROGRAM GRANT
<b>(9)</b> COMMON CAUSE EDUCATION FUND 4535 SPRING ST LOS ANGELES, CA 90013	31-1705370	501(C)(3)	250,000.				PROGRAM GRANT
<b>(10)</b> FLORIDA INTERNATIONAL UNIVERSITY 11200 SW 8TH ST MIAMI, FL 33199	65-0177616	501(C)(3)	250,000.				PROGRAM GRANT
<b>(11)</b> MIAMI DADE COLLEGE 11011 SW 104 ST MIAMI, FL 33176	59-1210485	501(C)(3)	250,000.				PROGRAM GRANT
<b>(12)</b> NATIONAL KOREAN AMERICAN SVC/EDU CONSORTIUM 4300 N. CALIFORNIA AVE CHICAGO, IL 60618	11-3303986	501(C)(3)	250,000.				PROGRAM GRANT

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<b>(1)</b> OFICINA LEGAL DEL PUEBLO UNIDO, INC. 1405 MONTOPOLIS DRIVE AUSTIN, TX 78741	74-1995879	501(C)(3)	250,000.				PROGRAM GRANT
<b>(2)</b> ONE VOICE, INC. 1072 W LYNCH ST JACKSON, MS 39203	02-0787550	501(C)(3)	250,000.				PROGRAM GRANT
<b>(3)</b> PLANNED PARENTHOOD SOUTHEAST INC 241 PEACHTREE ST NE ATLANTA, GA 30303	58-6045874	501(C)(3)	250,000.				PROGRAM GRANT
<b>(4)</b> GEORGIA COALITION FOR PEOPLES AGENDA INC 501 PULLIAM ST ATLANTA, GA 30312	31-1770856	501(C)(3)	250,000.				PROGRAM GRANT
<b>(5)</b> MAKE THE ROAD STATES, INC 301 GROVE ST BROOKLYN, NY 11237	84-3988830	501(C)(3)	240,900.				PROGRAM GRANT
<b>(6)</b> COMMUNITY PARTNERS 1000 N. ALAMEDA ST LOS ANGELES, CA 90012	95-4302067	501(C)(3)	240,000.				PROGRAM GRANT
<b>(7)</b> PENN IMMIGRATION & CITIZENSHIP COALITION 2100 ARCH ST PHILADELPHIA, PA 19103	83-0379943	501(C)(3)	235,000.				PROGRAM GRANT
<b>(8)</b> PARTNERSHIP FOR THE ADVCMT OF NEW AMERICANS 4089 FAIRMOUNT AVE SAN DIEGO, CA 92105	47-5299457	501(C)(3)	230,000.				PROGRAM GRANT
<b>(9)</b> OHIO VOICE 394 E TOWN ST COLUMBUS, OH 43215	82-3381404	501(C)(3)	225,000.				PROGRAM GRANT
<b>(10)</b> PROVIDENCE YOUTH STUDENT MOVEMENT 669 ELMWOOD AVE PROVIDENCE, RI 02907	65-1224536	501(C)(3)	225,000.				PROGRAM GRANT
<b>(11)</b> SOUTHEAST ASIAN COALITION 4520 N. TRYON ST CHARLOTTE, NC 28213	46-0786773	501(C)(3)	225,000.				PROGRAM GRANT
<b>(12)</b> ALLIANCE FOR GLOBAL JUSTICE 225 E. 26TH ST TUSCON, AZ 85713	52-2094677	501(C)(3)	215,000.				PROGRAM GRANT

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<b>(1)</b> TIDES ADVOCACY P.O. BOX 29229 SAN FRANCISCO, CA 94129	94-3153687	501(C)(4)	215,000.				PROGRAM GRANT
<b>(2)</b> NEW AMERICANS LEADERS PROJECT, INC. 530 7TH AVE NEW YORK, NY 10018	45-3770977	501(C)(3)	210,000.				PROGRAM GRANT
<b>(3)</b> SPRING STREET CLIMATE FUND INC P.O. BOX 24685 BROOKLYN, GA 11202	87-1178886	501(C)(3)	206,000.				PROGRAM GRANT
<b>(4)</b> ACCELERATE CHANGE, INC. 294 WASHINGTON ST BOSTON, MA 02108	82-3400062	501(C)(3)	200,000.				PROGRAM GRANT
<b>(5)</b> CHINATOWN PEOPLE PROGRESSIVE ASSOCIATION 28 ASH ST BOSTON, MA 02111	04-2631569	501(C)(3)	200,000.				PROGRAM GRANT
<b>(6)</b> DEMOCRACY NORTH CAROLINA 1821 GREEN ST DURHAM, NC 27705	56-2271150	501(C)(3)	200,000.				PROGRAM GRANT
<b>(7)</b> NATIVE AMERICAN RIGHTS FUND 1306 BROADWAY BOULDER, CO 80302	84-0611876	501(C)(3)	200,000.				PROGRAM GRANT
<b>(8)</b> TEXAS FREEDOM NETWORK EDUCATION FUND P.O. BOX 1624 AUSTIN, TX 78767	74-2788317	501(C)(3)	200,000.				PROGRAM GRANT
<b>(9)</b> URBAN AFFAIRS COALITION 1207 CHESTNUT ST PHILADELPHIA, PA 19107	23-7046393	501(C)(3)	200,000.				PROGRAM GRANT
<b>(10)</b> VOICE OF THE EXPERIENCED VOTE 2022 ST. BERNARD AVE NEW ORLEANS, LA 70117	16-1695266	501(C)(3)	200,000.				PROGRAM GRANT
<b>(11)</b> WE THE PEOPLE MI 440 BURROUGHS ST DETROIT, MI 48202	84-3520391	501(C)(3)	200,000.				PROGRAM GRANT
<b>(12)</b> COLABORATIVA LA MILPA 528 EMMA RD ASHEVILLE, NC 28806	20-8303608	501(C)(3)	190,000.				PROGRAM GRANT

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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 noncash assistance	(h) Purpose of grant or assistance
<b>(1)</b> MANO AMIGA SM 216 WILSON ST SAN MARCOS, TX 78666	83-2030465	501(C)(3)	190,000.				PROGRAM GRANT
<b>(2)</b> FLORIDA IMMIGRANT COALITION 2800 BISCAYNE BLVD MIAMI, FL 33137	20-2123833	501(C)(3)	185,000.				PROGRAM GRANT
<b>(3)</b> NEW YORK IMMIGRATION COALITION INC 131 WEST 33RD ST NEW YORK, NY 10001	13-3573409	501(C)(3)	185,000.				PROGRAM GRANT
<b>(4)</b> TN IMMIGRANT & REFUGEE RIGHTS COALITION 3310 EZELL RD NASHVILLE, TN 37211	20-0121100	501(C)(3)	185,000.				PROGRAM GRANT
<b>(5)</b> WOMEN WATCH AFRIKA P.O. BOX 208 AVONDALE ESTATES, GA 30002	58-2581246	501(C)(3)	185,000.				PROGRAM GRANT
<b>(6)</b> MI FAMILIA VOTA EDUCATION FUND 1140 E WASHINGTON ST PHOENIX, AZ 85034	20-0182824	501(C)(3)	182,213.				PROGRAM GRANT
<b>(7)</b> ASIAN AMERICANS UNITED 1023 CALLOWHILL ST PHILADELPHIA, PA 19123	22-2981076	501(C)(3)	180,000.				PROGRAM GRANT
<b>(8)</b> BORDER NETWORK FOR HUMAN RIGHTS 2115 N. PIEDRAS ST EL PASO, TX 79930	74-2493012	501(C)(3)	180,000.				PROGRAM GRANT
<b>(9)</b> ARIZONA COALITION FOR CHANGE 1241 E. WASHINGTON ST PHOENIX, AZ 85034	82-2534431	501(C)(3)	175,000.				PROGRAM GRANT
<b>(10)</b> INTER-TRIBAL COUNCIL OF ARIZONA 2214 NORTH CENTRAL AVE PHOENIX, AZ 85004	86-0343181	501(C)(3)	175,000.				PROGRAM GRANT
<b>(11)</b> MIJENTE SUPPORT COMMITTEE 800 N. 1ST AVE PHOENIX, AZ 85003	82-1711382	501(C)(3)	175,000.				PROGRAM GRANT
<b>(12)</b> NEW ORLEANS WORKERS' CTR FOR RACIAL JUSTICE 217 N. PRIEUR ST NEW ORLEANS, LA 70112	33-1167415	501(C)(3)	175,000.				PROGRAM GRANT

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

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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 noncash assistance	(h) Purpose of grant or assistance
<b>(1)</b> TRANSGENDER LAW CENTER P.O. BOX 70976 OAKLAND, CA 94612	05-0544006	501(C)(3)	175,000.				PROGRAM GRANT
<b>(2)</b> VOSE RIVER CHARITABLE FUND 7501 WISCONSIN AVE BETHESDA, MD 20814	85-2817512	501(C)(3)	175,000.				PROGRAM GRANT
<b>(3)</b> COLORADO IMMIGRANT RIGHTS COALITION 2525 W. ALAMEDA AVE DENVER, CO 80219	73-1675486	501(C)(3)	170,000.				PROGRAM GRANT
<b>(4)</b> GEORGIA LATINO ALLIANCE FOR HUMAN RIGHTS 7 DUNWOODY PARK ATLANTA, GA 30338	76-0809155	501(C)(3)	170,000.				PROGRAM GRANT
<b>(5)</b> ISAIAH 2356 UNIVERSITY AVE SAINT PAUL, MA 55114	41-1957358	501(C)(3)	165,000.				PROGRAM GRANT
<b>(6)</b> HISPANIC LIAISON OF CHATHAM COUNTY 200 N. CHATHAM AVE SILER CITY, NC 27344	56-1974043	501(C)(3)	162,500.				PROGRAM GRANT
<b>(7)</b> ASIAN COMMUNITY DEVELOPMENT COUNCIL 2610 S JONES BLVD LAS VEGAS, NV 89146	47-2438087	501(C)(3)	159,218.				PROGRAM GRANT
<b>(8)</b> ADHIKAAR FOR HUMAN RIGHTS & SOCIAL JUSTICE 7107 WOODSIDE AVE WOODSIDE, NY 11377	20-3384725	501(C)(3)	155,000.				PROGRAM GRANT
<b>(9)</b> BVM CAPACITY BUILDING INSTITUTE INC 4751 BEST ROAD ATLANTA, GA 30337	82-3835203	501(C)(3)	155,000.				PROGRAM GRANT
<b>(10)</b> LEAGUE OF WOMEN VOTERS EDUCATION FUND 1730 M ST NW WASHINGTON, DC 20036	53-0239013	501(C)(3)	151,000.				PROGRAM GRANT
<b>(11)</b> ACCESS PHILANTHROPY CHARITIES 2100 STEVENS AVE MINNEAPOLIS, MN 55404	38-3777419	501(C)(3)	150,000.				PROGRAM GRANT
<b>(12)</b> ADVANCEMENT PROJECT 1363 N. 31ST ST PHILADELPHIA, PA 19121	95-4835230	501(C)(3)	150,000.				PROGRAM GRANT

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

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<b>(1)</b> AFRICAN BUREAU, IMMIGRATION, SOCIAL AFFAIRS 111 EAST KIRBY ST DETROIT, MI 48202	47-4386750	501(C)(3)	150,000.				PROGRAM GRANT
<b>(2)</b> ASIAN AMERICAN ADVANCING JUSTICE-AAJC, INC 1620 L ST NW WASHINGTON, DC 20036	13-3619000	501(C)(3)	150,000.				PROGRAM GRANT
<b>(3)</b> ASIAN AMERICAN RESOURCE WORKSHOP INC 42 CHARLES ST DORCHESTER, MA 02122	04-2707980	501(C)(3)	150,000.				PROGRAM GRANT
<b>(4)</b> ASIAN PACIFIC ENVIRONMENTAL NETWORK 426 17TH ST OAKLAND, CA 94612	94-3261846	501(C)(3)	150,000.				PROGRAM GRANT
<b>(5)</b> BLACK ALLIANCE FOR JUST IMMIGRATION 1360 FULTON ST BROOKLYN, NY 11216	27-1911378	501(C)(3)	150,000.				PROGRAM GRANT
<b>(6)</b> CAAAV ORGANIZING ASIAN COMMUNITIES 55 HESTER ST NEW YORK, NY 10002	13-3526938	501(C)(3)	150,000.				PROGRAM GRANT
<b>(7)</b> CASA DE MARYLAND 8151 15TH AVE LANGLEY PARK, MD 20783	52-1372972	501(C)(3)	150,000.				PROGRAM GRANT
<b>(8)</b> CHINESE PROGRESSIVE ASSOCIATION 1042 GRANT AVE SAN FRANCISCO, CA 94133	23-7404756	501(C)(3)	150,000.				PROGRAM GRANT
<b>(9)</b> CIA SIAB INC 1825 SUNSET LN LA CROSSE, WI 54601	81-3606765	501(C)(3)	150,000.				PROGRAM GRANT
<b>(10)</b> COMMUNITY FDN OF GREATER GREENSBORO INC. 330 SOUTH GREENE ST GREENSBORO, NC 27401	56-1380249	501(C)(3)	150,000.				PROGRAM GRANT
<b>(11)</b> DEFENDING RIGHTS AND DISSENT 1325 G ST NW WASHINGTON, DC 20005	27-0042821	501(C)(3)	150,000.				PROGRAM GRANT
<b>(12)</b> DRUM-DESI RISING UP AND MOVING, INC 72-18 ROOSEVELT AVE	38-3652741	501(C)(3)	150,000.				PROGRAM GRANT

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<b>(1)</b> FAIR ELECTIONS CENTER 1825 K ST NW WASHINGTON, DC 20006	81-5447067	501(C)(3)	150,000.				PROGRAM GRANT
<b>(2)</b> FILIPINO ADVOCATES FOR JUSTICE 310 8TH ST OAKLAND, CA 94607	94-2218907	501(C)(3)	150,000.				PROGRAM GRANT
<b>(3)</b> FREEDOM FOR ALL AMERICANS EDUCATION FUND 1775 PENNSYLVANIA AVE NW	47-4166556	501(C)(3)	150,000.				PROGRAM GRANT
<b>(4)</b> GRASSROOTS LEADERSHIP, INC. 2301 E. CESAR CHAVEZ ST AUSTIN, TX 78702	58-1581743	501(C)(3)	150,000.				PROGRAM GRANT
<b>(5)</b> HEARTLAND ALLIANCE FOR HUMAN NEEDS & RIGHTS 224 S. MICHIGAN AVE CHICAGO, IL 60604	36-1877640	501(C)(3)	150,000.				PROGRAM GRANT
<b>(6)</b> HOMIES UNIDOS, INC. 2105 BEVERLY BLVD LOS ANGELES, CA 90057	95-4740768	501(C)(3)	150,000.				PROGRAM GRANT
<b>(7)</b> MOMSRISING EDUCATION FUND 12011 BEL-RED ROAD BELLEVUE, WA 98005	45-2499952	501(C)(3)	150,000.				PROGRAM GRANT
<b>(8)</b> NALEO EDUCATION FUND 1122 W. WASHINGTON BLVD	52-1212849	501(C)(3)	150,000.				PROGRAM GRANT
<b>(9)</b> NC A. PHILIP RANDOLPH INSTITUTE, INC. P.O. BOX 10428 RALEIGH, NC 27605	56-1500282	501(C)(3)	150,000.				PROGRAM GRANT
<b>(10)</b> NEW MEXICO ASIAN FAMILY CENTER 115 MONTCLAIRE DR SE ALBUQUERQUE, NM 87108	26-0545877	501(C)(3)	150,000.				PROGRAM GRANT
<b>(11)</b> ONEAMERICA 1225 S. WELLER ST SEATTLE, WA 98144	20-0384893	501(C)(3)	150,000.				PROGRAM GRANT
<b>(12)</b> PANORAMA GLOBAL 2101 4TH AVE SEATTLE, WA 98121	81-4204119	501(C)(3)	150,000.				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 ▶

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Schedule I (Form 990) 2021

SCHEDULE I (Form 990)

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

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Attach to Form 990.

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

Name of the organization

Employer identification number

NEO PHILANTHROPY, INC.

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...
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.

Table with 8 columns: (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, (g) Description of noncash assistance, (h) Purpose of grant or assistance. Rows include organizations like PARTNERSHIP FOR RESEARCH AND EDUCATION, PHYSICIANS FOR HUMAN RIGHTS, etc.

- 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

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Schedule I (Form 990) 2021

**SCHEDULE I  
(Form 990)**

**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

**2021**

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Department of the Treasury  
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Name of the organization

NEO PHILANTHROPY, INC.

Employer identification number

13-3191113

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- 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
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<b>(1)</b> NAVIGATE 1515 EAST LAKE ST MINNEAPOLIS, MN 55407	45-3808452	501(C)(3)	145,000.				PROGRAM GRANT
<b>(2)</b> ARAB COMM CTR FOR ECONOMIC & SOCIAL SVCS 2651 SAULINO COURT DEARBORN, MI 48120	23-7444497	501(C)(3)	135,000.				PROGRAM GRANT
<b>(3)</b> ALABAMA FORWARD 3066 ZELDA ROAD MONTGOMERY, AL 36106	85-3077637	501(C)(3)	125,000.				PROGRAM GRANT
<b>(4)</b> CENTER FOR AMERICAN PROGRESS 1333 H ST NW WASHINGTON, DC 20005	30-0126510	501(C)(3)	125,000.				PROGRAM GRANT
<b>(5)</b> CENTRAL AMERICAN RESOURCE CENTER 2845 W. 7TH ST LOS ANGELES, CA 90005	95-3867724	501(C)(3)	125,000.				PROGRAM GRANT
<b>(6)</b> CHANGELAB SOLUTIONS 2201 BROADWAY OAKLAND, CA 94612	26-3710746	501(C)(3)	125,000.				PROGRAM GRANT
<b>(7)</b> GALEO LATINO COMMUNITY DEVELOPMENT FUND P.O. BOX 29506 ATLANTA, GA 30359	20-1565775	501(C)(3)	125,000.				PROGRAM GRANT
<b>(8)</b> MISSISSIPPI VOTES 510 GEORGE ST JACKSON, MS 39202	82-1014316	501(C)(3)	125,000.				PROGRAM GRANT
<b>(9)</b> NEW GEORGIA PROJECT, INC. 165 COURTLAND ST MIAMI, GA 30303	82-1348307	501(C)(3)	125,000.				PROGRAM GRANT
<b>(10)</b> SOJOURN STRATEGIES, LLC 1929 H ST NE WASHINGTON, DC 20002	82-0626310	501(C)(3)	125,000.				PROGRAM GRANT
<b>(11)</b> STEP UP LOUISIANA ORGANIZING FUND 2022 ST BERNARD AVE NEW ORLEANS, LA 70119	85-1061102	501(C)(3)	125,000.				PROGRAM GRANT
<b>(12)</b> THE MANAGEMENT CENTER 1920 L ST NW WASHINGTON, DC 20036	20-5197607	501(C)(3)	125,000.				PROGRAM GRANT

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

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Schedule I (Form 990) 2021

SCHEDULE I (Form 990)

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

OMB No. 1545-0047

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Name of the organization

Employer identification number

NEO PHILANTHROPY, INC.

13-3191113

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- 1 Does the organization maintain records to substantiate the amount of the grants or assistance...
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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.

Table with 8 columns: (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, (g) Description of non-cash assistance, (h) Purpose of grant or assistance. Rows include THE ORDINARY PEOPLE SOCIETY, WOMEN WITH A VISION, ALTERNATE ROOTS INC, etc.

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

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Schedule I (Form 990) 2021

**SCHEDULE I  
(Form 990)**

**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

**2021**

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Name of the organization

NEO PHILANTHROPY, INC.

Employer identification number

13-3191113

**Part I General Information on Grants and Assistance**

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**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 noncash assistance	(h) Purpose of grant or assistance
<b>(1)</b> TRUSTEES OF BOSTON UNIV GRANTS RECEIVABLE P.O. BOX 28763 NEW YORK, NY 10087	04-2103547	501(C)(3)	114,002.				PROGRAM GRANT
<b>(2)</b> VA COALITION FOR IMMIGRANT RIGHTS, INC. P.O. BOX 8042 ALEXANDRIA, VA 22306	81-4184814	501(C)(3)	105,000.				PROGRAM GRANT
<b>(3)</b> ALABAMA VALUES 6252 BELL GROVE PLACE MONTGOMERY, AL 36117	87-0836686	501(C)(3)	100,000.				PROGRAM GRANT
<b>(4)</b> ALLIANCE FOR JUSTICE 11 DUPONT CIRCLE NW WASHINGTON, DC 20036	52-1009973	501(C)(3)	100,000.				PROGRAM GRANT
<b>(5)</b> AMERICAN OVERSIGHT INC. 1030 15TH ST NW WASHINGTON, DC 20005	81-5294830	501(C)(3)	100,000.				PROGRAM GRANT
<b>(6)</b> ARKANSAS UNITED COMMUNITY COALITION P.O. BOX 9296 FAYETTEVILLE, AR 72703	27-5271968	501(C)(3)	100,000.				PROGRAM GRANT
<b>(7)</b> ASIAN AMERICAN LEGAL DEFENSE & EDU FUND 99 HUDSON ST NEW YORK, NY 10013	13-2855641	501(C)(3)	100,000.				PROGRAM GRANT
<b>(8)</b> ASIAN/PACIFIC ISLANDER AMERICAN VOTE, INC. 1612 K ST NW WASHINGTON, DC 20006	03-0575412	501(C)(3)	100,000.				PROGRAM GRANT
<b>(9)</b> ASYLUM SEEKER ADVOCACY PROJECT INC ONE LIBERTY PLAZA NEW YORK, NY 10006	83-3011862	501(C)(3)	100,000.				PROGRAM GRANT
<b>(10)</b> CAMPAIGN LEGAL CENTER, INC. 1101 14TH ST NW WASHINGTON, DC 20005	04-3608387	501(C)(3)	100,000.				PROGRAM GRANT
<b>(11)</b> CAUSA OF OREGON 700 MARION ST NE SALEM, OR 97301	61-1590160	501(C)(3)	100,000.				PROGRAM GRANT
<b>(12)</b> CENTRAL ARIZONANS FOR A SUSTAINABLE ECONOMY 801 N 2ND AVE PHOENIX, AZ 85003	26-1689914	501(C)(3)	100,000.				PROGRAM GRANT

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

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<b>(1)</b> CHURCH WORLD SERVICE 475 RIVERSIDE DRIVE NEW YORK, NY 10115	13-4080201	501(C)(3)	100,000.				PROGRAM GRANT
<b>(2)</b> CITIZEN ACTION OF WISCONSIN EDUCATION FUND 221 S 2ND ST MILWAUKEE, WI 53204	39-1520619	501(C)(3)	100,000.				PROGRAM GRANT
<b>(3)</b> DELIVER MY VOTE EDUCATION FUND 1250 CONNECTICUT AVE NW	87-1377710	501(C)(3)	100,000.				PROGRAM GRANT
<b>(4)</b> FAITH IN FLORIDA INC 406 EAST AMEILA ST ORLANDA, FL 32803	59-3151613	501(C)(3)	100,000.				PROGRAM GRANT
<b>(5)</b> HIP HOP CAUCUS EDUCATION FUND, INC. 1638 R ST NW WASHINGTON, DC 20009	27-1165010	501(C)(3)	100,000.				PROGRAM GRANT
<b>(6)</b> HOPEWELL FUND 871 BEACON ST BOSTON, MA 02215	47-3681860	501(C)(3)	100,000.				PROGRAM GRANT
<b>(7)</b> HOUSTON IN ACTION 515 POST OAK BLVD HOUSTON, TX 77027	83-0940984	501(C)(3)	100,000.				PROGRAM GRANT
<b>(8)</b> JEWISH COMMUNITY ACTION 2375 UNIVERSITY AVE ST. PAUL, MN 55114	41-1830619	501(C)(3)	100,000.				PROGRAM GRANT
<b>(9)</b> JOBS WITH JUSTICE EDUCATION FUND 1616 P ST NW WASHINGTON, DC 20036	52-1865575	501(C)(3)	100,000.				PROGRAM GRANT
<b>(10)</b> JUST FUTURES LAW, INC. 95 WASHINGTON ST CANTON, MA 02021	84-2270207	501(C)(3)	100,000.				PROGRAM GRANT
<b>(11)</b> MICHIGAN VOICES 2727 2ND AVE DETROIT, MI 48201	83-0612165	501(C)(3)	100,000.				PROGRAM GRANT
<b>(12)</b> OLE EDUCATION FUND 411 BELLAMAH AVE NW ALBUQUERQUE, NM 87102	27-1275857	501(C)(3)	100,000.				PROGRAM GRANT

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

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Schedule I (Form 990) 2021

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<b>(1)</b> PEOPLE FOR THE AMERICAN WAY FOUNDATION 2000 M ST NW WASHINGTON, DC 20036	13-3065716	501(C)(3)	100,000.				PROGRAM GRANT
<b>(2)</b> PUSHBLACK 700 12TH ST NW WASHINGTON, DC 20005	81-3834388	501(C)(3)	100,000.				PROGRAM GRANT
<b>(3)</b> ROCK THE VOTE 1001 CONNECTICUT AVE NW	02-0767157	501(C)(3)	100,000.				PROGRAM GRANT
<b>(4)</b> SISTER SONG, INC. 1237 RALPH DAVID ABERNATHY BLVD SW	51-0544927	501(C)(3)	100,000.				PROGRAM GRANT
<b>(5)</b> SKINNER LEADERSHIP INSTITUTE, INC. 2315 BRANCH AVE SE WASHINGTON, DC 20020	52-1830868	501(C)(3)	100,000.				PROGRAM GRANT
<b>(6)</b> SOCIAL AND ENVIRONMENTAL ENTREPRENEURS 23532 CALABASAS ROAD CALABASAS, CA 91302	95-4116679	501(C)(3)	100,000.				PROGRAM GRANT
<b>(7)</b> SOJOURNERS P.O. BOX 70730 WASHINGTON, DC 20024	23-7380554	501(C)(3)	100,000.				PROGRAM GRANT
<b>(8)</b> SOUTHEAST ASIA RESOURCE ACTION CENTER 1620 16TH ST NW WASHINGTON, DC 20009	52-1161473	501(C)(3)	100,000.				PROGRAM GRANT
<b>(9)</b> SOUTHEAST ASIAN MAA COALITION 1711 S BROAD ST PHILADELPHIA, PA 19148	22-2541120	501(C)(3)	100,000.				PROGRAM GRANT
<b>(10)</b> SOUTHERN ECHO INC 1350 LIVINGSTON LANE JACKSON, MS 39213	64-0819311	501(C)(3)	100,000.				PROGRAM GRANT
<b>(11)</b> SOUTHSIDE ORGANIZING COMMITTEE INC 1300 SOUTH LAYTON BLVD MILWAUKEE, WI 53215	39-1680618	501(C)(3)	100,000.				PROGRAM GRANT
<b>(12)</b> REGENTS, UNIV CAL PMT SOLUTIONS/COMPLIANCE BOX 957089 LOS ANGELES, CA 90095	95-6006143	501(C)(3)	100,000.				PROGRAM GRANT

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<b>(1)</b> VOCES DE LA FRONTERA 1027 SOUTH 5TH ST MILWAUKEE, WI 53204	39-2010107	501(C)(3)	100,000.				PROGRAM GRANT
<b>(2)</b> VOTE.ORG 4096 PIEDMONT AVE #368 OAKLAND, CA 94611	26-2094990	501(C)(3)	100,000.				PROGRAM GRANT
<b>(3)</b> VOTER, INC. 88 AMES ST CAMBRIDGE, MA 02142	86-2040929	501(C)(3)	100,000.				PROGRAM GRANT
<b>(4)</b> VOTO LATINO FOUNDATION INC 1300 L ST NW WASHINGTON, DC 20005	20-1350252	501(C)(3)	100,000.				PROGRAM GRANT
<b>(5)</b> WISDOM, INC. 2821 VEL R PHILLIPS AVE MILWAUKEE, WI 53212	39-1985101	501(C)(3)	100,000.				PROGRAM GRANT
<b>(6)</b> SHERIFFS FOR TRUSTING COMMUNITIES 732 NINTH ST DURHAM, NC 27705	82-4042237	501(C)(4)	100,000.				PROGRAM GRANT
<b>(7)</b> REW MINISTRIES INC 2450 REVERE ST NORTH LAS VEGAS, NV 89030	90-0454010	501(C)(3)	93,888.				PROGRAM GRANT
<b>(8)</b> TEMPLE UNIV, COMMONWEALTH SYSTEM, HIGHER ED 1852 N 10TH ST PHILADELPHIA, PA 19122	23-1365971	501(C)(3)	88,249.				PROGRAM GRANT
<b>(9)</b> GEORGIA SHIFT P.O. BOX 14701 AUGUSTA, GA 30919	46-5280771	501(C)(3)	85,000.				PROGRAM GRANT
<b>(10)</b> LATINO COMMUNITY FUND, INC. 50 HURTS PLAZA SE ATLANTA, GA 30303	82-0911954	501(C)(3)	85,000.				PROGRAM GRANT
<b>(11)</b> VOTEAMERICA INC 1270 GROVE ST SAN FRANCISCO, CA 94117	84-3442002	501(C)(3)	85,000.				PROGRAM GRANT
<b>(12)</b> STATE ENGAGEMENT FUND 1575 EYE ST WASHINGTON, DC 20005	81-0865943	501(C)(4)	83,633.				PROGRAM GRANT

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

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<b>(1)</b> MODEL ALLIANCE, INC. 351 JEFFERSON AVE BROOKLYN, NY 11221	47-1601890	501(C)(3)	80,000.				PROGRAM GRANT
<b>(2)</b> AMERICA'S VOICE EDUCATION FUND 1050 17TH ST NW WASHINGTON, DC 20036	26-2624247	501(C)(3)	75,000.				PROGRAM GRANT
<b>(3)</b> ARIZONA CENTER FOR EMPOWERMENT 5716 N 19TH AVE PHOENIX, AZ 85015	27-2366780	501(C)(3)	75,000.				PROGRAM GRANT
<b>(4)</b> CENTER FOR ENVIROMENTAL HEALTH 2201 BROADWAY OAKLAND, CA 94612	94-3251981	501(C)(3)	75,000.				PROGRAM GRANT
<b>(5)</b> FLORIDA RISING TOGETHER 10800 BISCAYNE BLVD MIAMI, FL 33161	45-3956785	501(C)(3)	75,000.				PROGRAM GRANT
<b>(6)</b> GEORGIA MUSLIM VOTER PROJECT 5680 OAKBROOK PARKWAY NORCROSS, GA 30093	81-1446781	501(C)(3)	75,000.				PROGRAM GRANT
<b>(7)</b> NATIONAL DAY LABORER ORGANIZING NETWORK 1030 S ARROYO PARKWAY PASADENA, CA 91105	20-8802586	501(C)(3)	75,000.				PROGRAM GRANT
<b>(8)</b> PEACE DEVELOPMENT FUND INC 44 NORTH PROSPECT ST AMHERST, MA 01002	04-2738794	501(C)(3)	75,000.				PROGRAM GRANT
<b>(9)</b> PODER IN ACTION 5877 W INDIAN SCHOOL ROAD PHOENIX, AZ 85031	46-2284158	501(C)(3)	75,000.				PROGRAM GRANT
<b>(10)</b> RURAL ARIZONA ENGAGEMENT 345 W CENTRAL AVE COOLIDGE, AZ 85128	83-3114207	501(C)(3)	75,000.				PROGRAM GRANT
<b>(11)</b> SOUTHERN POVERTY LAW CENTER, INC. 125 WASHINGTON AVE MONTGOMERY, AL 36104	63-0598743	501(C)(3)	75,000.				PROGRAM GRANT
<b>(12)</b> SPARK REPRODUCTIVE JUSTICE NOW! P.O. BOX 89210 ATLANTA, GA 30312	58-1872316	501(C)(3)	75,000.				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 ▶ \_\_\_\_\_

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Schedule I (Form 990) 2021

**SCHEDULE I  
(Form 990)**

**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

**2021**

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Department of the Treasury  
Internal Revenue Service

▶ **Attach to Form 990.**

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Name of the organization

NEO PHILANTHROPY, INC.

Employer identification number

13-3191113

**Part I General Information on Grants and Assistance**

- 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
- 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 noncash assistance	(h) Purpose of grant or assistance
<b>(1)</b> TRANS QUEER PUEBLO - SEMILLA DE LIBERACION 1726 E ROOSEVELT ST PHOENIX, AZ 85006	81-3625797	501(C)(3)	75,000.				PROGRAM GRANT
<b>(2)</b> SCALAWAG P.O. BOX 129 DURHAM, NC 27702	47-2014247	501(C)(3)	70,000.				PROGRAM GRANT
<b>(3)</b> ALLIED MEDIA PROJECTS 4126 THIRD ST DETROIT, MI 48201	01-0559608	501(C)(3)	69,500.				PROGRAM GRANT
<b>(4)</b> MICHIGAN ORGANIZING PROJECT 4405 WESSON DETROIT, MI 48210	38-3058190	501(C)(3)	65,000.				PROGRAM GRANT
<b>(5)</b> NATIONAL EMPLOYMENT LAW PROJECT 90 BROAD ST NEW YORK, NY 10004	13-2758558	501(C)(3)	63,000.				PROGRAM GRANT
<b>(6)</b> MIDWEST ACCESS COALITION 3052 W NORTH AVE CHICAGO, IL 60647	47-2160168	501(C)(3)	60,000.				PROGRAM GRANT
<b>(7)</b> SOUTHERN VISION ALLIANCE P.O. BOX 51698 DURHAM, NC 27717	61-1639641	501(C)(3)	60,000.				PROGRAM GRANT
<b>(8)</b> INSTITUTE FOR A PROGRESSIVE NEVADA 2285 RENAISSANCE DR LAS VEGAS, NV 89119	27-0854756	501(C)(3)	55,000.				PROGRAM GRANT
<b>(9)</b> MARCH ON MARYLAND INC 820 RITCHIE HWY SEVERNA PARK, MD 21146	82-0958114	501(C)(3)	55,000.				PROGRAM GRANT
<b>(10)</b> WOMEN AGAINST MASS INCARCERATION 840B STATE ST BRIDGEPORT, CT 06604	83-4496087	501(C)(3)	55,000.				PROGRAM GRANT
<b>(11)</b> CAROLINA YOUTH ACTION PROJECT P.O. BOX 20971 CHARLESTON, SC 29403	27-5484213	501(C)(3)	52,500.				PROGRAM GRANT
<b>(12)</b> PROTEUS FUND 15 RESEARCH DRIVE AMHERST, MA 01002	04-3243004	501(C)(3)	52,500.				PROGRAM GRANT

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<b>(1)</b> SLOW MONEY NC 424 JOHNNY BURKE RD PITTSBORO, NC 27312	82-2178863	501(C)(3)	52,500.				PROGRAM GRANT
<b>(2)</b> FREE THE SLAVES, INC. 1320 19TH ST NW WASHINGTON, DC 20036	56-2189635	501(C)(3)	51,800.				PROGRAM GRANT
<b>(3)</b> ACT 4 SA 79701 FREDERICKSBURG RD	87-1045068	501(C)(3)	50,010.				PROGRAM GRANT
<b>(4)</b> RADICAL REGISTRARS 511 WINDBREAK CT SAN ANTONIO, TX 78258	56-2386316	501(C)(3)	50,010.				PROGRAM GRANT
<b>(5)</b> ASIAN AMERICANS ADVANCING JUSTICE-CHICAGO 4753 NORTH BROADWAY CHICAGO, IL 60640	36-3844385	501(C)(3)	50,000.				PROGRAM GRANT
<b>(6)</b> ASIAN PACIFIC AMERICAN NETWORK OF OREGON 8188 SOUTHEAST DIVISION ST	80-0252850	501(C)(3)	50,000.				PROGRAM GRANT
<b>(7)</b> ASIAN WOMENS SHELTER INC 3543 18TH ST SAN FRANCISCO, CA 94110	94-3030212	501(C)(3)	50,000.				PROGRAM GRANT
<b>(8)</b> CENTER FOR PAN ASIAN COMMUNITY SERVICES 3510 SHALLOWFORD ROAD NE ATLANTA, GA 30341	58-1437980	501(C)(3)	50,000.				PROGRAM GRANT
<b>(9)</b> EARTH ISLAND INSTITUTE 2150 ALLSTON WAY BERKELEY, CA 94704	94-2889684	501(C)(3)	50,000.				PROGRAM GRANT
<b>(10)</b> EQUALITY NEW MEXICO FOUNDATION 625 SILVER AVE SW ALBUQUERQUE, NM 87102	85-0417115	501(C)(3)	50,000.				PROGRAM GRANT
<b>(11)</b> FILIPINO MIGRANT CENTER 404 E CARSON ST CARSON, CA 90745	32-0308477	501(C)(3)	50,000.				PROGRAM GRANT
<b>(12)</b> FORWARDTN 223 ROSA L PARKS AVE NASHVILLE, TN 37203	82-3006560	501(C)(3)	50,000.				PROGRAM GRANT

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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 noncash assistance	(h) Purpose of grant or assistance
<b>(1)</b> GREATER WACO LEGAL SERVICES 1700 COLCORD AVE WACO, TX 76707	81-4815182	501(C)(3)	50,000.				PROGRAM GRANT
<b>(2)</b> HMONG AMERICAN WOMEN'S ASSOCIATION 3727 W NATIONAL AVE MILWAUKEE, WI 53215	39-1791168	501(C)(3)	50,000.				PROGRAM GRANT
<b>(3)</b> IOWA CITIZEN ACTION NETWORK EDU. FDN 424 10TH ST DES MOINES, IA 50309	42-1208327	501(C)(3)	50,000.				PROGRAM GRANT
<b>(4)</b> KHMER GIRLS IN ACTION 1355 REDONDO AVE LONG BEACH, CA 90804	27-3087079	501(C)(3)	50,000.				PROGRAM GRANT
<b>(5)</b> LTSC COMMUNITY DEVELOPMENT CORPORATION 231 E 3RD ST LOS ANGELES, CA 90013	95-4444102	501(C)(3)	50,000.				PROGRAM GRANT
<b>(6)</b> MARCH FOR OUR LIVES FOUNDATION 16130 VENTURA BLVD LOS ANGELES, CA 91436	83-0885411	501(C)(3)	50,000.				PROGRAM GRANT
<b>(7)</b> NACA-INSPIRED SCHOOLS NETWORK 1000 INDIAN SCHOOL ROAD NW	47-2981893	501(C)(3)	50,000.				PROGRAM GRANT
<b>(8)</b> NC WARN INCORPORATED P.O. BOX 15422 DURHAM, NC 27704	56-1734433	501(C)(3)	50,000.				PROGRAM GRANT
<b>(9)</b> NM COMUNIDADES EN ACCION Y DE FE - CAFE 420 WEST GRIGGS AVE LAS CRUCES, NM 88005	27-3310051	501(C)(3)	50,000.				PROGRAM GRANT
<b>(10)</b> NONPROFIT VOTE 2464 MASSACHUSETTS AVE CAMBRIDGE, MA 02140	20-4568862	501(C)(3)	50,000.				PROGRAM GRANT
<b>(11)</b> O. CO. ASIAN/PACIFIC ISLANDER COMM ALLIANCE 12912 BROOKHURST ST GARDEN GROVE, CA 92840	91-2047245	501(C)(3)	50,000.				PROGRAM GRANT
<b>(12)</b> PROGRESS FLORIDA EDUCATION INSTITUTE INC 1010 CENTRAL AVE ST PETERSBURG, FL 33705	45-4469756	501(C)(3)	50,000.				PROGRAM GRANT

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- 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 noncash assistance	(h) Purpose of grant or assistance
<b>(1)</b> SILVER STATE EQUALITY INSTITUTE 3701 WILSHIRE BLVD LOS ANGELES, CA 90010	68-0438008	501(C)(3)	50,000.				PROGRAM GRANT
<b>(2)</b> SOUTH ASIAN AMERICAN DIGITAL ARCHIVE NFP 1900 MARKET ST PHILADELPHIA, PA 19103	26-3001212	501(C)(3)	50,000.				PROGRAM GRANT
<b>(3)</b> SOUTHERN CONSERVATION PARTNERS INC P.O. BOX 33222 RALEIGH, NC 27636	47-2181285	501(C)(3)	50,000.				PROGRAM GRANT
<b>(4)</b> THE FOUNDATION FOR SOCIAL IMPACT 417 MAIN ST LITTLE ROCK, AR 72201	84-2199689	501(C)(3)	50,000.				PROGRAM GRANT
<b>(5)</b> UNITARIAN UNIVERSALIST CHURCH, SPARTANBURG P.O. BOX 1942 SPARTANBURG, SC 29304	57-0947382	501(C)(3)	50,000.				PROGRAM GRANT
<b>(6)</b> TOGETHER WISCONSIN, INC. 4230 N OAKLAND AVE MILWAUKEE, WI 53211	81-0684416	501(C)(3)	50,000.				PROGRAM GRANT
<b>(7)</b> WESTERN NORTH CAROLINA WORKERS CENTER P.O. BOX 667 MORGANTON, NC 28680	86-1120732	501(C)(3)	50,000.				PROGRAM GRANT
<b>(8)</b> ASIAN AMERICAN ADVOCACY FUND INC 5680 OAKBROOK PKWY NORCROSS, GA 30093	83-1198242	501(C)(4)	50,000.				PROGRAM GRANT
<b>(9)</b> NONPROFIT FINANCE FUND 5 HANOVER SQUARE NEW YORK, NY 10004	13-3238657	501(C)(3)	48,000.				PROGRAM GRANT
<b>(10)</b> ACTIONN 548 GREENBRAE DR SPARKS, NV 89431	80-0732126	501(C)(3)	45,723.				PROGRAM GRANT
<b>(11)</b> FAMILY ACTION NETWORK MOVEMENT INC 100 NE 84TH ST MIAMI, FL 33138	65-0334201	501(C)(3)	45,000.				PROGRAM GRANT
<b>(12)</b> BREAKING BARRIERS MENTORING - WISCONSIN INC 1317 APPLGATE ROAD MADISON, WI 53713	35-2489606	501(C)(3)	40,000.				PROGRAM GRANT

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SCHEDULE I (Form 990)

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

OMB No. 1545-0047

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Part I General Information on Grants and Assistance

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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.

Table with 8 columns: (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, (g) Description of non-cash assistance, (h) Purpose of grant or assistance. Rows include CHILDREN'S ADVOCACY ALLIANCE, LOS ANGELES ALLIANCE FOR A NEW ECONOMY, NETWORK ON WOMEN IN PRISON, NEW VENTURE FUND, UNIV OF SOUTH CAROLINA EDUCATIONAL FDN, W. NC CONFERENCE, UTD METHODIST CHURCH, ORGANIZATION UNITED FOR RESPECT OUR, HIGHLANDER RESEARCH & EDUCATION CENTER, INC, SOUL SISTERS LEADERSHIP COLLECTIVE INC, BALTIMORE SAFE HAVEN CORP., CASA SAN JOSE, COLORADO PEOPLES ALLIANCE.

- 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table
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<b>(1)</b> EQUALITY OHIO EDUCATION FUND 118 EAST MAIN ST COLUMBUS, OH 43215	02-0743268	501(C)(3)	35,000.				PROGRAM GRANT
<b>(2)</b> JUSTICE FOR FAMILIES, LTD. 1913 AZALEA ST SULPHUR, LA 70663	45-2625169	501(C)(3)	35,000.				PROGRAM GRANT
<b>(3)</b> NORTH DAKOTA HUMAN RIGHTS COALITION P.O. BOX 1961 FARGO, ND 58107	76-0714441	501(C)(3)	35,000.				PROGRAM GRANT
<b>(4)</b> SOMOS TEJAS 2206 MELBOURNE AVE DALLAS, TX 75224	85-1742749	501(C)(4)	33,340.				PROGRAM GRANT
<b>(5)</b> HUMAN RIGHTS FOR KIDS P.O. BOX 5960 WASHINGTON, DC 20016	82-2971359	501(C)(3)	30,000.				PROGRAM GRANT
<b>(6)</b> NA'AH ILLAHEE FUND P.O. BOX 17844 SEATTLE, WA 98127	05-0630992	501(C)(3)	30,000.				PROGRAM GRANT
<b>(7)</b> SAFE PASSAGE PROJECT CORPORATION 185 WEST BROADWAY NEW YORK, NY 10013	46-2946211	501(C)(3)	30,000.				PROGRAM GRANT
<b>(8)</b> CENTER ON CIVIC ENGAGEMENT 1825 K ST NW WASHINGTON, DC 20006	82-1464673	501(C)(3)	29,000.				PROGRAM GRANT
<b>(9)</b> HIPS P.O. BOX 90738 WASHINGTON, DC 20090	52-1847137	501(C)(3)	28,000.				PROGRAM GRANT
<b>(10)</b> ROCKEFELLER PHILANTHROPY ADVISORS, INC. 6 WEST 48TH ST NEW YORK, NY 10036	13-3615533	501(C)(3)	28,000.				PROGRAM GRANT
<b>(11)</b> THE MARKUP NEWS, INC. 344 WEST 123RD ST NEW YORK, NY 10027	84-3438375	501(C)(3)	27,518.				PROGRAM GRANT
<b>(12)</b> CHARLESTON GOOD, INC 2 CANAL ST CHARLESTON, SC 29410	36-4896737	501(C)(3)	27,500.				PROGRAM GRANT

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<b>(1) GENDER BENDERS</b>							
201 IVY ACRES PIEDMONT, SC 29673	46-3989884	501(C)(3)	27,500.				PROGRAM GRANT
<b>(2) MEDICINE BOWL GIVING CIRCLE INC</b>							
67 EBENS COVE BARNARDSVILLE, NC 28709	86-3282091	501(C)(3)	27,500.				PROGRAM GRANT
<b>(3) THE HIVE COMMUNITY CIRCLE</b>							
9353 CUMBRIA VALLEY DRIVE LORTON, VA 22079	47-0992295	501(C)(3)	27,500.				PROGRAM GRANT
<b>(4) A LITTLE PIECE OF LIGHT INC</b>							
521 SAINT MARKS AVE BROOKLYN, NY 11238	83-1458976	501(C)(3)	25,000.				PROGRAM GRANT
<b>(5) AGUILA YOUTH LEADERSHIP INSTITUTE, INC.</b>							
4730 N 23RD AVE PHOENIX, AZ 85015	20-5820343	501(C)(3)	25,000.				PROGRAM GRANT
<b>(6) ALABAMA JUSTICE INITIATIVE</b>							
2012 26TH AVE NORTH BIRMINGHAM, AL 35234	83-2673378	501(C)(3)	25,000.				PROGRAM GRANT
<b>(7) ARIZONA DREAM ACT COALITION INC</b>							
1402 S CENTRAL AVE PHOENIX, AZ 85004	45-2719085	501(C)(3)	25,000.				PROGRAM GRANT
<b>(8) BEST PRACTICES POLICY PROJECT</b>							
8 EGBERT HILL ROAD MORRISTOWN, NJ 07960	20-3109188	501(C)(3)	25,000.				PROGRAM GRANT
<b>(9) BHUTANESE COMM ASSOCIATION OF PITTSBURGH</b>							
3000 BROWNSVILLE ROAD PITTSBURGH, PA 15227	30-0742370	501(C)(3)	25,000.				PROGRAM GRANT
<b>(10) BYP100 EDUCATION FUND</b>							
295 EAST 51ST ST CHICAGO, IL 60615	81-0975889	501(C)(3)	25,000.				PROGRAM GRANT
<b>(11) DAUGHTERS BEYOND INCARCERATION</b>							
8460 MORRISON ROAD NEW ORLEANS, LA 70127	83-0565514	501(C)(3)	25,000.				PROGRAM GRANT
<b>(12) DEEDS NOT WORDS</b>							
1023 SPRINGDALE ROAD AUSTIN, TX 78721	82-3135054	501(C)(3)	25,000.				PROGRAM GRANT

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**3** Enter total number of other organizations listed in the line 1 table ▶ \_\_\_\_\_

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

**Schedule I (Form 990) 2021**



SCHEDULE I (Form 990)

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

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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...
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.

Table with 8 columns: (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, (g) Description of non-cash assistance, (h) Purpose of grant or assistance. Rows include FREEDOM COMMUNITY CENTER, HEAD COUNT, INC., INT'L REFUGEE ASSISTANCE PROJECT, INC., JAIL PROJECT OF TEXAS, JUSTICE COMMITTEE, JUVENILE JUSTICE COALITION, KIDS RETHINK NEW ORLEANS SCHOOLS, KIND, INC., LGBTQ VICTORY INSTITUTE INC, LOVE NOT BLOOD CAMPAIGN, MANASSEH MINISTRY, and MIGRANT JUSTICE INC.

- 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table
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<b>(1)</b> PLANNED PARENTHOOD FED OF AMERICA, INC 123 WILLIAM ST NEW YORK, NY 10038	13-1644147	501(C)(3)	25,000.				PROGRAM GRANT
<b>(2)</b> POWER CALIFORNIA 436 14TH ST OAKLAND, CA 94612	77-0651682	501(C)(3)	25,000.				PROGRAM GRANT
<b>(3)</b> SACRED PURPOSES, INC 908 LEMMON AVE RAPID CITY, SD 57701	83-4029546	501(C)(3)	25,000.				PROGRAM GRANT
<b>(4)</b> S. CAROLINA APPLESEED LEGAL JUSTICE CENTER P.O. BOX 7187 COLUMBIA, SC 29201	57-1035023	501(C)(3)	25,000.				PROGRAM GRANT
<b>(5)</b> SUNRISE MOVEMENT EDUCATION FUND 50 F ST NW WASHINGTON, DC 20001	46-4773036	501(C)(3)	25,000.				PROGRAM GRANT
<b>(6)</b> S WOODS, J WYATT, C DURHAM MEMORIAL FDN 1953 NORTH CLYBOURN AVE CHICAGO, IL 60614	83-0923481	501(C)(3)	25,000.				PROGRAM GRANT
<b>(7)</b> TOTAL WOMAN EMPOWERMENT LIFE COACHING, INC. 5477 BANCROFT AVE OAKLAND, CA 94601	82-2769679	501(C)(3)	25,000.				PROGRAM GRANT
<b>(8)</b> VALLEY BEIT MIDRASH 4645 EAST MARILYN RD PHOENIX, AZ 85032	45-5443715	501(C)(3)	25,000.				PROGRAM GRANT
<b>(9)</b> WOMEN'S REFUGEE COMMISSION, INC. 15 WEST 37TH ST NEW YORK, NY 10018	46-3668128	501(C)(3)	25,000.				PROGRAM GRANT
<b>(10)</b> YOUNG CENTER FOR IMMIGRANT CHILDRENS RIGHTS 2245 S MICHIGAN AVE CHICAGO, IL 60616	26-1839249	501(C)(3)	25,000.				PROGRAM GRANT
<b>(11)</b> VOICES OF STRENGTH 5201 CORVET WAY SACRAMENTO, CA 95823	85-2556469	501(C)(3)	22,500.				PROGRAM GRANT
<b>(12)</b> SOCIAL MOVEMENT TECHNOLOGIES FDN, INC. 12 BEACON HILL DRIVE BLOOMFIELD, CT 06002	38-3889449	501(C)(3)	21,600.				PROGRAM GRANT

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<b>(1)</b> BLACK PHOENIX ORGANIZING COLLECTIVE 3101 N CENTRAL AVE PHOENIX, AZ 85012	84-2633423	501(C)(3)	20,000.				PROGRAM GRANT
<b>(2)</b> BUILDERS OF THE HIGHWAY FOUNDATION P.O. BOX 58328 NEW ORLEANS, LA 70158	27-3376275	501(C)(3)	20,000.				PROGRAM GRANT
<b>(3)</b> CALIFORNIA IMMIGRANT POLICY CENTER 634 S SPRING ST LOS ANGELES, CA 90014	81-5304541	501(C)(3)	20,000.				PROGRAM GRANT
<b>(4)</b> COMMUNITIES UNITED FOR PEOPLE 5431 NORTHEAST 20TH AVE PORTLAND, OR 97211	93-1181863	501(C)(3)	20,000.				PROGRAM GRANT
<b>(5)</b> FAMILIES FOR JUSTICE AS HEALING, INC. 100R WARREN ST ROXBURY, MA 02119	45-4148974	501(C)(3)	20,000.				PROGRAM GRANT
<b>(6)</b> JOHNS HOPKINS UNIVERSITY 615 N WOLFE ST BALTIMORE, MD 21205	52-0595110	501(C)(3)	20,000.				PROGRAM GRANT
<b>(7)</b> NATIONAL CENTER FOR YOUTH LAW 405 14TH ST OAKLAND, CA 94612	94-2506933	501(C)(3)	20,000.				PROGRAM GRANT
<b>(8)</b> NATIONAL RELIGIOUS CAMPAIGN AGAINST TORTURE 337 NORTH CAROLINA AVE SE	20-8832485	501(C)(3)	20,000.				PROGRAM GRANT
<b>(9)</b> NEW HOUR FOR WOMEN AND CHILDREN - LI, INC 1725 BRENTWOOD ROAD BRENTWOOD, NY 11717	47-4718783	501(C)(3)	20,000.				PROGRAM GRANT
<b>(10)</b> O.D. AID 3016 TEX BLVD FORT WORTH, TX 76116	30-1168546	501(C)(3)	20,000.				PROGRAM GRANT
<b>(11)</b> OPERATION RESTORATION 1450 POYDRAS ST NEW ORLEANS, LA 70112	61-1791941	501(C)(3)	20,000.				PROGRAM GRANT
<b>(12)</b> PHILADELPHIA LEADERSHIP FOUNDATION 2210 S 71ST ST PHILADELPHIA, PA 19142	22-2522896	501(C)(3)	20,000.				PROGRAM GRANT

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<b>(1)</b> YELLOWHAMMER FUND P.O. BOX 1565 TUSCALOOSA, AL 35403	82-1822204	501(C)(3)	20,000.				PROGRAM GRANT
<b>(2)</b> SANTA CRUZ BARRIOS UNIDOS, INC. 1817 SOQUEL AVE SANTA CRUZ, CA 95062	77-0333450	501(C)(3)	17,500.				PROGRAM GRANT
<b>(3)</b> FRIENDS OF THE EVERGLADES INC 11767 SOUTH DIXIE HWY MIAMI, FL 33156	23-7099893	501(C)(3)	16,200.				PROGRAM GRANT
<b>(4)</b> ACHIEVE HARTFORD, INC. 1429 PARK ST HARTFORD, CT 06106	45-0499390	501(C)(3)	15,000.				PROGRAM GRANT
<b>(5)</b> AFFECT REAL CHANGE INC P.O. BOX 7841 OAKLAND, CA 94601	47-4111501	501(C)(3)	15,000.				PROGRAM GRANT
<b>(6)</b> AFRICAN AMERICAN OFFICE OF GAY CONCERNS 877 BROAD ST NEWARK, NJ 07102	22-3767952	501(C)(3)	15,000.				PROGRAM GRANT
<b>(7)</b> BARRIOS UNIDOS 7 JOHN HYSON DRIVE CHIMAYO, NM 87522	81-0867528	501(C)(3)	15,000.				PROGRAM GRANT
<b>(8)</b> CLEAN AIR COALITION OF WESTERN NY, INC. 12 FOUNTAIN PLAZA BUFFALO, NY 14202	27-0746038	501(C)(3)	15,000.				PROGRAM GRANT
<b>(9)</b> CRITICAL RESISTANCE 1904 FRANKLIN ST OAKLAND, CA 94612	20-4412916	501(C)(3)	15,000.				PROGRAM GRANT
<b>(10)</b> DARE DIRECT ACTION FOR RIGHTS AND EQUALITY 340 LOCKWOOD ST PROVIDENCE, RI 02907	05-0422763	501(C)(3)	15,000.				PROGRAM GRANT
<b>(11)</b> DREAMCATCHER INITIATIVE, INC. 37 KLONDIKE AVE FITCHBURG, MA 01420	81-1859394	501(C)(3)	15,000.				PROGRAM GRANT
<b>(12)</b> FAMILY TREE CLINIC 1619 DAYTON AVE SAINT PAUL, MN 55104	23-7133742	501(C)(3)	15,000.				PROGRAM GRANT

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<b>(1)</b> FIRSTFOLLOWERS P.O. BOX 8923 CHAMPAIGN, IL 61826	47-5633240	501(C)(3)	15,000.				PROGRAM GRANT
<b>(2)</b> FLORIDA ALLIANCE FOR CIVIC ENGAGEMENT INC 25550 SW 152ND AVE HOMESTEAD, FL 33032	46-4874864	501(C)(3)	15,000.				PROGRAM GRANT
<b>(3)</b> MAINE INITIATIVES INC 56 NORTH ST PORTLAND, ME 04101	01-0484310	501(C)(3)	15,000.				PROGRAM GRANT
<b>(4)</b> MATERIAL AID AND ADVOCACY PROGRAM, INC. 5 LONGFELLOW PARK CAMBRIDGE, MA 02138	82-2927617	501(C)(3)	15,000.				PROGRAM GRANT
<b>(5)</b> MOVEMENT STRATEGY CENTER 436 14TH ST OAKLAND, CA 94612	20-1037643	501(C)(3)	15,000.				PROGRAM GRANT
<b>(6)</b> NYTAG INC 215 W 125TH ST NEW YORK, NY 10027	81-1370263	501(C)(3)	15,000.				PROGRAM GRANT
<b>(7)</b> OFFENDER ALUMNI ASSOCIATION 1000 24TH ST SOUTH BIRMINGHAM, AL 35205	81-2141582	501(C)(3)	15,000.				PROGRAM GRANT
<b>(8)</b> PROJECT PROSPER 13575 58TH ST NORTH CLEARWATER, FL 33760	45-0491407	501(C)(3)	15,000.				PROGRAM GRANT
<b>(9)</b> RAHAM, INC. 260 VINEWOOD ST DETROIT, MI 48216	81-5011548	501(C)(3)	15,000.				PROGRAM GRANT
<b>(10)</b> RECOVERY INSTITUTE OF SOUTH CAROLINA 103 CLAIR DR PIEDMONT, SC 29673	84-2776604	501(C)(3)	15,000.				PROGRAM GRANT
<b>(11)</b> RESILIENCE FORCE 60557 SOUTH OAKLEY AVE CHICAGO, IL 60643	84-5151214	501(C)(3)	15,000.				PROGRAM GRANT
<b>(12)</b> SEX WORKERS OUTREACH PROJECT 340 S LEMON AVE WALNUT, CA 91789	26-2264638	501(C)(3)	15,000.				PROGRAM GRANT

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<b>(1)</b> AMERICAN CIVIL LIBERTIES UNION OF NEVADA 601 SOUTH RANCHO DRIVE LAS VEGAS, NV 89106	88-0217086	501(C)(3)	10,000.				PROGRAM GRANT
<b>(2)</b> BE THE CHANGE VENTURE P.O. BOX 181401 CLEVELAND HEIGHTS, OH 44118	82-4145379	501(C)(3)	10,000.				PROGRAM GRANT
<b>(3)</b> BLUE EARTH ALLIANCE 4557 51ST PL SW SEATTLE, WA 98116	91-1682270	501(C)(3)	10,000.				PROGRAM GRANT
<b>(4)</b> CAROLINA COMMON ENTERPRISE P.O. BOX 12408 DURHAM, NC 27709	46-0568407	501(C)(3)	10,000.				PROGRAM GRANT
<b>(5)</b> CHARLES HAMILTON HOUSTON FOUNDATION INC P.O. BOX 25138 DURHAM, NC 27702	47-4992302	501(C)(3)	10,000.				PROGRAM GRANT
<b>(6)</b> CHARLESTON AREA JUSTICE MINISTRY 2105 COSGROVE AVE	46-1758506	501(C)(3)	10,000.				PROGRAM GRANT
<b>(7)</b> COMMUNITIES IN PARTNERSHIP P.O. BOX 11247 DURHAM, NC 27703	47-5567396	501(C)(3)	10,000.				PROGRAM GRANT
<b>(8)</b> CULTURETRUST GREATER PHILADELPHIA 1315 WALNUT ST PHILADELPHIA, PA 19107	46-3109411	501(C)(3)	10,000.				PROGRAM GRANT
<b>(9)</b> DURHAMCARES INC P.O. BOX 331 DURHAM, NC 27702	26-2689130	501(C)(3)	10,000.				PROGRAM GRANT
<b>(10)</b> LATINOS UNITED FOR A NEW AMERICA 905 EL RIO DR SAN JOSE, CA 95125	46-5043077	501(C)(3)	10,000.				PROGRAM GRANT
<b>(11)</b> NARAL PRO-CHOICE VIRGINIA FOUNDATION P.O. BOX 1204 ALEXANDRIA, VA 22313	77-0611790	501(C)(3)	10,000.				PROGRAM GRANT
<b>(12)</b> POWER SHIFT NETWORK 1342 FLORIDA AVE NW WASHINGTON, DC 20009	45-5616367	501(C)(3)	10,000.				PROGRAM GRANT

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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 noncash assistance	(h) Purpose of grant or assistance
<b>(1)</b> THE LIGHT HOUSE GROUP INC 202 NOTH TARBORO ST RALEIGH, NC 27610	30-0875802	501(C)(3)	10,000.				PROGRAM GRANT
<b>(2)</b> VILLAGE OF WISDOM 600 E UMSTEAD ST DURHAM, NC 27701	47-2060936	501(C)(3)	10,000.				PROGRAM GRANT
<b>(3)</b> WORKING TO EXTEND ANTI-RACIST EDUCATION INC 2024 W MAIN ST DURHAM, NC 27705	82-3043278	501(C)(3)	10,000.				PROGRAM GRANT
<b>(4)</b> MOJOAA PERFORMING ARTS COMPANY 408 FROYLE CT ROLESVILLE, NC 27571	47-1671009	501(C)(3)	7,500.				PROGRAM GRANT
<b>(5)</b> UE RESEARCH AND EDUCATION FUND 4 SMITHFIELD ST PITTSBURGH, PA 15222	25-1740134	501(C)(3)	7,500.				PROGRAM GRANT
<b>(6)</b> BE CONNECTED DURHAM AND BEYOND 815 SOUTH ROXBORO ST DURHAM, NC 27707	87-1870259	501(C)(3)	7,000.				PROGRAM GRANT
<b>(7)</b> IMMERSION FOR SPANISH LANGUAGE ACQUISITION 328 FORBUSH MOUNTAIN DR	45-5336885	501(C)(3)	7,000.				PROGRAM GRANT
<b>(8)</b> LA SEMILLA-NFC UNITED METHODIST CHURCH 806 CLARENDON ST DURHAM, NC 27705	85-0541445	501(C)(3)	7,000.				PROGRAM GRANT
<b>(9)</b> STUDENT U 3601 RIDGE ROAD DURHAM, NC 27705	27-3460491	501(C)(3)	7,000.				PROGRAM GRANT
<b>(10)</b> PENDER UNITED INC P.O. BOX 1789 BURGAW, NC 28425	83-2560847	501(C)(3)	5,500.				PROGRAM GRANT
<b>(11)</b> RREPS INC. 3220 BURNTWOOD CIRCLE RALEIGH, NC 27610	83-3745461	501(C)(3)	5,500.				PROGRAM GRANT
<b>(12)</b>							

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 ▶

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

Schedule I (Form 990) 2021

**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 non-cash assistance
1					
2					
3					
4					
5					
6					
7					

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

SCHEDULE I, 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, GRANTEES ARE REQUIRED TO SUBMIT PROGRESS REPORTS FOR MULTI-YEAR GRANTS. ALL ORGANIZATIONS AWARDED GRANTS MUST SUBMIT A FINAL REPORT AND FINANCIAL NARRATIVE AT THE END OF THE GRANT PERIOD. FUNDS THAT ARE NOT EXPENDED ARE EITHER EXTENDED BY AGREEMENT OR REFUNDED TO NEO.

**SCHEDULE J  
(Form 990)**

**Compensation Information**

OMB No. 1545-0047

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

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

▶ Attach to Form 990.

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

**2021**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization

NEO PHILANTHROPY, INC.

Employer identification number

13-3191113

**Part I Questions Regarding Compensation**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

	Yes	No
<b>1a</b>		
<b>1b</b>		
<b>2</b>		
<b>3</b>		
<b>4a</b>		X
<b>4b</b>		X
<b>4c</b>		X
<b>5a</b>		X
<b>5b</b>		X
<b>6a</b>		X
<b>6b</b>		X
<b>7</b>		X
<b>8</b>		X
<b>9</b>		

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

Schedule J (Form 990) 2021

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 MICHELE LORD PRESIDENT	(i)	293,311.			14,910.	28,526.	336,747.	
	(ii)	1,564.			78.	137.	1,779.	
2 ERIN BALLARD CHIEF OPERATING OFFIC	(i)	200,107.			10,475.	31,125.	241,707.	
	(ii)	3,177.			159.	434.	3,770.	
3 SU LIM CHIEF FINANCIAL OFFIC	(i)	165,037.			8,319.	16,148.	189,504.	
	(ii)	20,630.			1,032.	2,014.	23,676.	
4 DWANA FRANKLIN DAVIS PROGRAM DIRECTOR	(i)	302,698.			15,225.	28,674.	346,597.	
	(ii)							
5 EDWIN REKOSH PROGRAM DIRECTOR	(i)	241,740.			12,200.	23,436.	277,376.	
	(ii)							
6 REBECCA CARSON SENIOR PROGRAM OFFICE	(i)	177,200.			8,075.	26,341.	211,616.	
	(ii)	13,023.			633.	1,933.	15,589.	
7 ROBERT BRAY DIRECTOR, COMMUNICATI	(i)	188,542.			9,550.	11,925.	210,017.	
	(ii)							
8 TANYA HOUSE SENIOR PROGRAM OFFICE	(i)	181,760.			9,513.	21,564.	212,837.	
	(ii)							
9 RINI CHAKRABORTY PROGRAM DIRECTOR	(i)	228,279.			11,414.	1,335.	241,028.	
	(ii)	388.			19.	2.	409.	
10 ANITA KHASHU PROGRAM DIRECTOR	(i)	155,233.			7,779.	7,680.	170,692.	
	(ii)	2,920.			146.	145.	3,211.	
11 LISA VERSACI PROGRAM DIRECTOR	(i)	238,750.			11,913.	11,470.	262,133.	
	(ii)							
12	(i)							
	(ii)							
13	(i)							
	(ii)							
14	(i)							
	(ii)							
15	(i)							
	(ii)							
16	(i)							
	(ii)							

**SCHEDULE M  
(Form 990)**

**Noncash Contributions**

OMB No. 1545-0047

**2021**

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

Name of the organization

Employer identification number

NEO PHILANTHROPY, INC.

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	32	7,489,360.	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 V, 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.		

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

Schedule M (Form 990) 2021

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

---

SCHEDULE M, PART I, COLUMN B:

THE ORGANIZATION IS REPORTING THE NUMBER OF CONTRIBUTIONS.

**SCHEDULE O**  
**(Form 990 or 990-EZ)**Department of the Treasury  
Internal Revenue Service

Name of the organization

NEO PHILANTHROPY, INC.

**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.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No. 1545-0047

**2021****Open to Public  
Inspection**

Employer identification number

13-3191113

**FORM 990, PART I, LINE I**

NEO PHILANTHROPY, INC. IS A PUBLIC CHARITY THAT DEVELOPS AND LEADS  
LARGE-SCALE COLLABORATIVE 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**

FOUR FREEDOMS FUND:  
THE FOUR FREEDOMS FUND IS A NATIONAL DONOR COLLABORATIVE WORKING TOWARDS  
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.

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

A COPY OF THE FORM 990 IS SENT TO THE BOARD FOR REVIEW PRIOR TO FILING.  
IF THE BOARD HAS ANY QUESTIONS REGARDING THE 990, THEY ARE BROUGHT TO THE  
ATTENTION OF THE PREPARERS.

**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. IF A  
CONFLICT DOES EXIST, THE CONFLICTED DIRECTOR, OFFICER, OR EMPLOYEE MUST  
RECUSE THEMSELVES FROM ANY CONVERSATIONS REGARDING THE CONFLICT.

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

THE BOARD OF DIRECTORS HIRES THE PRESIDENT AND SETS EXECUTIVE



**SCHEDULE O**  
**(Form 990 or 990-EZ)**Department of the Treasury  
Internal Revenue Service  
Name of the organization**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.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No. 1545-0047

**2021****Open to Public  
Inspection**

Employer identification number

COMPENSATION. THE BOARD ANNUALLY CONDUCTS THE PRESIDENT'S EVALUATION AND APPROVES THE COMPENSATION. THE BOARD ALSO REVIEWS THE COMPENSATION OF OTHER MANAGEMENT AND KEY EMPLOYEES OF THE ORGANIZATION. THIS LAST TOOK PLACE IN 2021.

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

THE ORGANIZATION HAS AN ANNUAL PERFORMANCE EVALUATION PROCESS AND SETS COMPENSATION BASED ON THE RESULT OF THE EVALUATION. THE PRESIDENT AND MANAGEMENT APPROVE THE SALARIES OF ALL OTHER EMPLOYEES. THIS LAST TOOK PLACE IN 2021.

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

THE ORGANIZATION'S GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC UPON REQUEST.

**FORM 990, PART XI, LINE 9**

OTHER CHANGES IN NET ASSETS:

LOSS ON UNCOLLECTIBLE CONTRIBUTIONS: -\$715,000

Name of the organization <b>NEO PHILANTHROPY, INC.</b>	Employer identification number <b>13-3191113</b>
---	---

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

DESCRIPTION	GRANTS	EXPENSES	REVENUE
FOUR FREEDOMS FUND	16,803,101.	19,077,530.	
OTHER PROGRAMS		350,138.	895,158.
TOTALS	16,803,101.	19,427,668.	895,158.

Name of the organization

Employer identification number

**NEO PHILANTHROPY, INC.**

**13-3191113**

FORM 990, PART VI, LINE 17 - STATES

=====

AL, AR, CA,  
FL, GA, HI, IL, KS, KY, MD, MA, MI,  
MN, MS, NH, NJ, NM, NY, NC, OR, PA,  
RI, SC, TN, UT, VA, WV, WI,

Name of the organization <b>NEO PHILANTHROPY, INC.</b>	Employer identification number <b>13-3191113</b>
---	---

FORM 990, PART VII-COMPENSATION OF THE 5 HIGHEST PAID IND. CONTRACTORS

NAME AND ADDRESS -----	DESCRIPTION OF SERVICES -----	COMPENSATION -----
TEAM BLACKBIRD 8605 SANTA MONICA BLVD, #81873 WEST HOLLYWOOD, CA 90069	PROJECT MANAGEMENT	2,231,700.
CIVITAS PUBLIC AFFAIRS GROUP, LLC 409 7TH STREET, NW, SUITE 350 WASHINGTON, DC 20004	COMMUNICATIONS	950,000.
ANALYST INSTITUTE 815 16TH STREET, NW, 6TH FL. WASHINGTON, DC 20006	PROJECT MANAGEMENT	889,800.
GROUNDWORK PROJECT LLC 10814 WILKINS ROAD ROUGEMONT, NC 27572	PROJECT MANAGEMENT	753,337.
SOCIAL TRANSFORMATION PROJECT, INC. P.O. BOX 17354 BOULDER, CO 80308	PROJECT MANAGEMENT	700,000.

Name of the organization

Employer identification number

**NEO PHILANTHROPY, INC.**

**13-3191113**

FORM 990, PART IX - OTHER FEES

=====

DESCRIPTION	(A) TOTAL FEES	(B) PROGRAM SERVICE EXP.	(C) MANAGEMENT AND GENERAL	(D) FUNDRAISING EXPENSES
-----	-----	-----	-----	-----
CONSULTANTS	18,107,748.	17,400,378.	707,370.	
TOTALS	----- 18,107,748. =====	----- 17,400,378. =====	----- 707,370. =====	----- ----- =====

**SCHEDULE R  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

Name of the organization

NEO PHILANTHROPY, INC.

**Related Organizations and Unrelated Partnerships**

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

▶ Attach to Form 990.

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

OMB No. 1545-0047

**2021**

**Open to Public  
Inspection**

Employer identification number

13-3191113

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

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) NEO PHILANTHROPY ACTION FUND, INC. 80-0444461 45 WEST 36TH STREET, 6TH FLOOR NEW YORK, NY 10018	SOCIAL ADV.	NY	501(C)4		N/A		X
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							

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

Schedule R (Form 990) 2021

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512 - 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V - UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	
(1)												
(2)												
(3)												
(4)												
(5)												
(6)												
(7)												

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
(1)									
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									

**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.

	Yes	No
<b>1</b> 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?		
<b>a</b> Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity.		X
<b>b</b> Gift, grant, or capital contribution to related organization(s)		X
<b>c</b> Gift, grant, or capital contribution from related organization(s)		X
<b>d</b> Loans or loan guarantees to or for related organization(s)		X
<b>e</b> Loans or loan guarantees by related organization(s)		X
<b>f</b> Dividends from related organization(s)		X
<b>g</b> Sale of assets to related organization(s)		X
<b>h</b> Purchase of assets from related organization(s)		X
<b>i</b> Exchange of assets with related organization(s)		X
<b>j</b> Lease of facilities, equipment, or other assets to related organization(s)	X	
<b>k</b> Lease of facilities, equipment, or other assets from related organization(s)		X
<b>l</b> Performance of services or membership or fundraising solicitations for related organization(s)		X
<b>m</b> Performance of services or membership or fundraising solicitations by related organization(s)		X
<b>n</b> Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)		X
<b>o</b> Sharing of paid employees with related organization(s)	X	
<b>p</b> Reimbursement paid to related organization(s) for expenses.		X
<b>q</b> Reimbursement paid by related organization(s) for expenses	X	
<b>r</b> Other transfer of cash or property to related organization(s)		X
<b>s</b> Other transfer of cash or property from related organization(s)		X

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) NEO PHILANTHROPY ACTION FUND, INC.	O	490,297.	COST ALLOCATION
(2) NEO PHILANTHROPY ACTION FUND, INC.	Q	72,493.	CASH
(3)			
(4)			
(5)			
(6)			



**Part VI** **Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512 - 514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V - UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	
(1)													
(2)													
(3)													
(4)													
(5)													
(6)													
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