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Form

990

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2009

Open to Public Inspection

A For the 2009 calendar year, or tax year beginning 01-01-2009 and ending 12-31-2009

B Check if applicable
☐ Address change
☐ Name change
☐ Initial return
☐ Terminated
☐ Amended return
☐ Application pending

C Name of organization
Humanity United
Doing Business As
Number and street (or P O box if mail is not delivered to street address)
Room/suite
City or town, state or country, and ZIP + 4

D Employer identification number
26-2583379

E Telephone number
(650) 587-2000

F Gross receipts \$ 24,004,272

G Name and address of principal officer

H(a) Is this a group return for affiliates?
☐ Yes ☒ No

H(b) Are all affiliates included?
☐ Yes ☒ No
If "No," attach a list (see instructions)

H(c) Group exemption number

I Tax-exempt status ☒ 501(c) (4) ☐ (Insert no) ☐ 4947(a)(1) or ☐ 527

J Website: www.humanityunited.org

K Form of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other

L Year of formation 2008

M State of legal domicile CA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
Humanity United's mission is to build peace and advance human freedom We lead, support, and collaborate with a broad network of efforts, ideas, and organizations that share our vision of a world free of conflict and injustice

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3 Number of voting members of the governing body (Part VI, line 1a) 3

4 Number of independent voting members of the governing body (Part VI, line 1b) 4

5 Total number of employees (Part V, line 2a) 5 3

6 Total number of volunteers (estimate if necessary) 6

7a Total gross unrelated business revenue from Part VIII, column (C), line 12 7a

7b Net unrelated business taxable income from Form 990-T, line 34 7b

Revenue

Prior Year Current Year

8 Contributions and grants (Part VIII, line 1h) 13,741,165 24,000,000

9 Program service revenue (Part VIII, line 2g) 0

10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 75,955 4,272

11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 0

12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) 13,817,120 24,004,272

Expenses

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3) 9,437,303 16,250,301

14 Benefits paid to or for members (Part IX, column (A), line 4) 0

15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) 1,538,721 3,833,813

16a Professional fundraising fees (Part IX, column (A), line 11e) 0

b Total fundraising expenses (Part IX, column (D), line 25) ▶0

17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f) 1,458,248 2,946,565

18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25) 12,434,272 23,030,679

19 Revenue less expenses Subtract line 18 from line 12 1,382,848 973,593

Net Assets or Fund Balances

Beginning of Current Year End of Year

20 Total assets (Part X, line 16) 2,431,465 5,640,942

21 Total liabilities (Part X, line 26) 1,048,617 3,284,501

22 Net assets or fund balances Subtract line 21 from line 20 1,382,848 2,356,441

Part II Signature Block

Sign Here

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

Signature of officer Date

Randy Newcomb President & CEO Type or print name and title

Paid Preparer's Use Only

Preparer's signature Roger V Hansen Date Check if self-employed

Firm's name (or yours if self-employed), address, and ZIP + 4 EIN Phone no

Part III Statement of Program Service Accomplishments

1

Briefly describe the organization's mission

Humanity United's mission is to build peace and advance human freedom We lead, support, and collaborate with a broad network of efforts, ideas, and organizations that share our vision of a world free of conflict and injustice

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

☒

 No

If "Yes," describe these new services on Schedule O

3

Did the organization cease conducting, or make significant changes in how it conducts, any program services?

☒

 Yes

☒

 No

If "Yes," describe these changes on Schedule O

4

Describe the exempt purpose achievements for each of the organization's three largest program services by expenses Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts 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 \$ 9,404,060 including grants of \$ 7,536,809) (Revenue \$)

Other program services strategically chosen to promote the mission of Humanity United, and various employee gift matching contributions totaling \$65,870

4b

(Code) (Expenses \$ 4,642,827 including grants of \$ 3,720,965) (Revenue \$)

In 2009, Humanity United's program service regarding modern-day slavery fell into three main categories of activity First, Humanity United continued to focus on facilitating collaboration among US-based organizations working on this issue, and considerable progress was made in this respect Throughout 2009, Humanity United facilitated regular meetings of a broad range of organizations (including International Justice Mission (IJM), Polaris Project, and Vital Voices) to work collectively on several projects and formally launched the coalition as Alliance to End Slavery and Trafficking (ATEST) In addition to convening and managing the coalition, Humanity United also provided financial support to most coalition members Second, Humanity United continued to develop a strategy and to engage in exploratory grantmaking to promote greater corporate accountability to address forced labor in multinational supply chains Finally, Humanity United also engaged in extensive research to identify a country of focus for future anti-slavery activities In November 2009, Humanity United made a decision to move forward in 2010 with a deeper and in-country exploration of the opportunities and constraints in Nepal

4c

(Code) (Expenses \$ 3,838,830 including grants of \$ 3,076,606) (Revenue \$)

In 2009, Humanity United's program service in regards to ending mass atrocities in Sudan/East Africa focused on continuing to provide support to Sudanese Diaspora efforts in the United States engaged in supporting the resolution of conflict in their home country as well as to efforts to continue to spur the engagement of the international community in promoting peaceful change in Sudan Increasingly in late 2009, Humanity United also began developing capacity of local institutions for improving good governance, journalism, and civil society in the semi-autonomous region of Southern Sudan, while at the same time supporting efforts to help parties in northern and southern Sudan implement the Comprehensive Peace Agreement, and in particular commitments to hold a referendum in January 2011 on whether South Sudan would separate and become an independent state Humanity United also focused increased attention on peacebuilding initiatives in areas along the border between northern and southern Sudan Given both the early stages of this work and the longer-term timeframe of this work, notable progress has been made in the following areas 1) support for the parties to implement the Comprehensive Peace Agreement, and in particular efforts to get the parties to address critical issues well in advance of the January 2011 referendum, 2) peacebuilding efforts along the north-south border in both Southern Kordofan and Abyei, and 3) development of robust Diaspora movements engaging in promoting peace in Sudan, as evidenced by the formal incorporation of the National Lost Boys and Girls of Sudan network and its hosting of regular events for its members to identify opportunities for promoting peace and reconstruction in their home country

4d

Other program services (Describe in Schedule O)

(Expenses \$ 2,390,588 including grants of \$ 1,915,922) (Revenue \$)

4e

Total program service expenses

\$ 20,276,305

Part IV

Checklist of Required Schedules

		Yes	No						
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	No						
2	Is the organization required to complete Schedule B, Schedule of Contributors? 	2	Yes						
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	No						
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	4	No						
5	Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III	5	No						
6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I 	6	No						
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II 	7	No						
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 	8	No						
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV 	9	No						
10	Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V 	10	No						
11	Is the organization's answer to any of the following questions "Yes"? If so, complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable. 	11	Yes						
	• Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI.								
	• Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII.								
	• Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII.								
	• Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX.								
	• Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.								
	• Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? If "Yes," complete Schedule D, Part X.								
12	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII 	12	Yes						
12A	Was the organization included in consolidated, independent audited financial statements for the tax year? <table><tr><td>Yes</td><td>No</td></tr><tr><td></td><td>12A</td></tr><tr><td></td><td>No</td></tr></table>	Yes	No		12A		No		
Yes	No								
	12A								
	No								
	If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional 								
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No						
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	No						
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? If "Yes," complete Schedule F, Part I 	14b	Yes						
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the U S ? If "Yes," complete Schedule F, Part II 	15	Yes						
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the U S ? If "Yes," complete Schedule F, Part III 	16	No						
17	Did the organization report a total of more than \$15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I	17	No						
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	No						
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No						
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20	No						

Part IV

Checklist of Required Schedules (continued)

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

Part V

Statements Regarding Other IRS Filings and Tax Compliance

			Yes	No
1a	Enter the number reported in Box 3 of Form 1096, <i>Annual Summary and Transmittal of U.S. Information Returns</i> . Enter -0- if not applicable	1a27		
	b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c		No
2a	Enter the number of employees reported on Form W-3, <i>Transmittal of Wage and Tax Statements</i> filed for the calendar year ending with or within the year covered by this return	2a31		
	b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions)		
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	3a		No
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b		No
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)?	4a		No
	b	If "Yes," enter the name of the foreign country: See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?	5c		No
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?	6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		No
7 Organizations that may receive deductible contributions under section 170(c).				
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?	7a		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d		
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?	7h		
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8		No
9 Sponsoring organizations maintaining donor advised funds.				
a	Did the organization make any taxable distributions under section 4966?	9a		No
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b		No
10 Section 501(c)(7) organizations. Enter				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		
11 Section 501(c)(12) organizations. Enter				
a	Gross income from members or shareholders	11a		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		No
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b		

Part VI

Governance, Management, and Disclosure

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

Section A. Governing Body and Management

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

Section B. Policies

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

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

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed CA
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection. Indicate how you make these available. Check all that apply. ☐ Own website ☐ Another's website ☒ Upon request
19	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table.
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization. Kevin Luu 1991 Broadway Street Suite 320 Redwood City, CA 94063 (650) 587-2000

Part VII

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

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 Use Schedule J-2 if additional space is needed

- List all of the organization’s **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization’s **current** key employees See instructions for definition of "key employee "
- List the organization’s five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
- List all of the organization’s **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations
- List all of the organization’s **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

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

☐ Check this box if the organization did not compensate any current or former officer, director, trustee or key employee

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(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			
Susan McCue Trustee	2 00	X						0	0	0
Susan Lomabardi Mgr Admin Svcs	0					X		110,358	0	15,402
Shannon Sedgwick Davis Trustee	2 00	X						0	0	0
Rory Eakin Assoc Dir of Inves	40 00					X		137,048	0	19,656
Roberta Riga COO	40 00				X			224,808	0	27,062
Randy Newcomb President & CEO	40 00			X				389,608	0	39,480
Peter Chun GC & Secretary	40 00			X				163,776	0	21,484
Pamela Omidyar Chairman	2 00	X						0	0	0
Mike Boyer Dir of Communicati	40 00					X		128,864	0	20,136
Kevin Luu Head of Finance	40 00			X				159,979	0	30,618
Horacio Trujillo Dir of Research	40 00					X		244,492	0	23,157
Ed Marcum Dir Investments	40 00				X			216,362	0	25,210
David Mozersky Assoc Dir of Inves	40 00					X		120,737	0	26,182

1b	Total	1,896,032	248,387
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2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization **12**

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

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

(A) Name and business address	(B) Description of services	(C) Compensation

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 **0**

Part VIII

Statement of Revenue

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a	Federated campaigns . . .	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	24,000,000			
	g	Noncash contributions included in lines 1a-1f \$ _____					
	h	Total. Add lines 1a-1f			24,000,000		
Program Service Revenue	2a		Business Code				
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f			0		
	Other Revenue	3	Investment income (including dividends, interest and other similar amounts)		4,272		
4		Income from investment of tax-exempt bond proceeds . .		0			
5		Royalties		0			
6a		Gross Rents	(i) Real (ii) Personal				
b		Less rental expenses					
c		Rental income or (loss)					
d		Net rental income or (loss)		0			
7a		Gross amount from sales of assets other than inventory	(i) Securities (ii) Other				
b		Less cost or other basis and sales expenses					
c		Gain or (loss)					
d		Net gain or (loss)		0			
8a		Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a				
b		Less direct expenses	b				
c		Net income or (loss) from fundraising events . .		0			
9a		Gross income from gaming activities See Part IV, line 19	a				
b		Less direct expenses	b				
c		Net income or (loss) from gaming activities . .		0			
10a		Gross sales of inventory, less returns and allowances	a				
b		Less cost of goods sold . . .	b				
c		Net income or (loss) from sales of inventory . .		0			
	Miscellaneous Revenue		Business Code				
11a							
b							
c							
d	All other revenue						
e	Total. Add lines 11a-11d			0			
12	Total revenue. See Instructions			24,004,272			4,272

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) but are not required to complete columns (B), (C), and (D).

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 governments and organizations in the U S See Part IV, line 21	13,672,996	13,672,996		
2	Grants and other assistance to individuals in the U S See Part IV, line 22	0			
3	Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16	2,577,305	2,577,305		
4	Benefits paid to or for members	0			
5	Compensation of current officers, directors, trustees, and key employees	1,298,387	670,660	627,727	
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0			
7	Other salaries and wages	1,871,431	1,070,868	800,563	
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	0			
9	Other employee benefits	465,272	251,404	213,868	
10	Payroll taxes	198,723	114,847	83,876	
11	Fees for services (non-employees)				
a	Management	0			
b	Legal	143,783		143,783	
c	Accounting	50,000		50,000	
d	Lobbying	0			
e	Professional fundraising See Part IV, line 17	0			
f	Investment management fees	0			
g	Other	196,053	146,706	49,347	
12	Advertising and promotion	631,019	588,159	42,860	
13	Office expenses	47,297	6,943	40,354	
14	Information technology	103,096	5,510	97,586	
15	Royalties	0			
16	Occupancy	58,803	27,769	31,034	
17	Travel	0			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19	Conferences, conventions, and meetings	21,735	21,735		
20	Interest	0			
21	Payments to affiliates	0			
22	Depreciation, depletion, and amortization	53,774		53,774	
23	Insurance	11,990		11,990	
24	Other expenses Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)				
a	Travel & Meeting Expenses	662,336	543,148	119,188	
b	The Action Group	237,591	237,591		
c	Employee Welfare	95,127	46,681	48,446	
d	Contract & Temp Services	140,089	129,720	10,369	
e	Business License & Taxes	184,739		184,739	
f	All other expenses	309,133	164,263	144,870	
25	Total functional expenses. Add lines 1 through 24f	23,030,679	20,276,305	2,754,374	0
26	Joint costs. Check here ☒ if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X

Balance Sheet

					(A)		(B)
					Beginning of year		End of year
Assets	1	Cash—non-interest-bearing			54,122	1	789,890
	2	Savings and temporary cash investments			1,881,824	2	4,490,050
	3	Pledges and grants receivable, net				3	0
	4	Accounts receivable, net			234,827	4	0
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L				5	0
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L				6	0
	7	Notes and loans receivable, net				7	0
	8	Inventories for sale or use				8	0
	9	Prepaid expenses and deferred charges			25,650	9	133,933
	10a	Land, buildings, and equipment, cost or other basis. Complete Part VI of Schedule D	10a	302,128			
	b	Less accumulated depreciation	10b	75,059	235,042	10c	227,069
	11	Investments—publicly traded securities				11	0
	12	Investments—other securities. See Part IV, line 11				12	0
	13	Investments—program-related. See Part IV, line 11				13	0
	14	Intangible assets				14	0
	15	Other assets. See Part IV, line 11				15	0
	16	Total assets. Add lines 1 through 15 (must equal line 34)			2,431,465	16	5,640,942
Liabilities	17	Accounts payable and accrued expenses			712,617	17	2,064,501
	18	Grants payable			336,000	18	1,220,000
	19	Deferred revenue				19	
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D				21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L				22	
	23	Secured mortgages and notes payable to unrelated third parties				23	
	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities. Complete Part X of Schedule D				25	
	26	Total liabilities. Add lines 17 through 25			1,048,617	26	3,284,501
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☐ and complete lines 27 through 29, and lines 33 and 34.						
	27	Unrestricted net assets				27	
	28	Temporarily restricted net assets				28	
	29	Permanently restricted net assets				29	
	Organizations that do not follow SFAS 117, check here ☒ and complete lines 30 through 34.						
	30	Capital stock or trust principal, or current funds				30	
	31	Paid-in or capital surplus, or land, building or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other funds			1,382,848	32	2,356,441
	33	Total net assets or fund balances			1,382,848	33	2,356,441
	34	Total liabilities and net assets/fund balances			2,431,465	34	5,640,942

Part XI **Financial Statements and Reporting**

	Yes	No
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 in Schedule O		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? . .		No
b Were the organization's financial statements audited by an independent accountant? 	Yes	
c If "Yes," to 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 in Schedule O . . .	Yes	
d If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separated basis		
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? 		No
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits . .		No

Additional Data

Software ID:
Software Version:
EIN: 26-2583379
Name: Humanity United

Form 990, Part IX - Statement of Functional Expenses - 24a - 24e Other Expenses

<i>Do not include amounts reported on line 6b, 8b, 9b, and 10b of Part VIII.</i>	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
Travel & Meeting Expenses	662,336	543,148	119,188	
The Action Group	237,591	237,591		
Employee Welfare	95,127	46,681	48,446	
Contract & Temp Services	140,089	129,720	10,369	
Business License & Taxes	184,739		184,739	

SCHEDULE D

(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

► **Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.**
► **Attach to Form 990. ► See separate instructions.**

OMB No 1545-0047

2009

Open to Public
Inspection

Name of the organization
Humanity United

Employer identification number
26-2583379

Part I

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

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate contributions to (during year)	
3	Aggregate grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit ☐ Yes ☐ No	

Part II

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

1	Purpose(s) of conservation easements held by the organization (check all that apply) ☐ Preservation of land for public use (e g , recreation or pleasure) ☐ Preservation of an historically importantly land area ☐ Protection of natural habitat ☐ Preservation of a certified historic structure ☐ Preservation of open space											
2	Complete lines 2a–2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year											
		<table><tr><td></td><td>Held at the End of the Year</td></tr><tr><td>a</td><td>Total number of conservation easements</td></tr><tr><td>b</td><td>Total acreage restricted by conservation easements</td></tr><tr><td>c</td><td>Number of conservation easements on a certified historic structure included in (a)</td></tr><tr><td>d</td><td>Number of conservation easements included in (c) acquired after 8/17/06</td></tr></table>		Held at the End of the Year	a	Total number of conservation easements	b	Total acreage restricted by conservation easements	c	Number of conservation easements on a certified historic structure included in (a)	d	Number of conservation easements included in (c) acquired after 8/17/06
	Held at the End of the Year											
a	Total number of conservation easements											
b	Total acreage restricted by conservation easements											
c	Number of conservation easements on a certified historic structure included in (a)											
d	Number of conservation easements included in (c) acquired after 8/17/06											
3	Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ► _____											
4	Number of states where property subject to conservation easement is located ► _____											
5	Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No											
6	Staff and volunteer hours devoted to monitoring, inspecting and enforcing conservation easements during the year ► _____											
7	Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ► \$ _____											
8	Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)? ☐ Yes ☐ No											
9	In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements											

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a	If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items	
b	If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items	
	(i) Revenues included in Form 990, Part VIII, line 1	► \$ _____
	(ii) Assets included in Form 990, Part X	► \$ _____
2	If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items	
a	Revenues included in Form 990, Part VIII, line 1	► \$ _____
b	Assets included in Form 990, Part X	► \$ _____

Part III

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

3

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

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other

4

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

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" to 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 XIV and complete the following table

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIV

Part V

Endowment Funds. Complete if the organization answered "Yes" to 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	Investment earnings or 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 year end balance held as

a

Board designated or quasi-endowment ▶ %

b

Permanent endowment ▶ %

c

Term endowment ▶ %

3a

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

(i) unrelated organizations

3a(i)

Yes

No

(ii) related organizations

3a(ii)

Yes

No

b

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

3b

Yes

No

4

Describe in Part XIV the intended uses of the organization's endowment funds

Part VI

Investments—Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(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				
d Equipment		99,457	30,260	69,197
e Other		202,671	44,799	157,872
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) ▶				227,069

Schedule D (Form 990) 2009

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements		
1	Total revenue (Form 990, Part VIII, column (A), line 12)	124,004,272
2	Total expenses (Form 990, Part IX, column (A), line 25)	23,030,679
3	Excess or (deficit) for the year Subtract line 2 from line 1	973,593
4	Net unrealized gains (losses) on investments	
5	Donated services and use of facilities	
6	Investment expenses	
7	Prior period adjustments	
8	Other (Describe in Part XIV)	
9	Total adjustments (net) Add lines 4 - 8	
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	973,593

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return		
1	Total revenue, gains, and other support per audited financial statements	124,169,272
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12	
a	Net unrealized gains on investments2a	
b	Donated services and use of facilities2b165,000	
c	Recoveries of prior year grants2c	
d	Other (Describe in Part XIV)2d	
e	Add lines 2a through 2d2e165,000	
3	Subtract line 2e from line 13	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1	
a	Investment expenses not included on Form 990, Part VIII, line 7b4a	
b	Other (Describe in Part XIV)4b	
c	Add lines 4a and 4b4c	
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)5	24,004,272

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return		
1	Total expenses and losses per audited financial statements	123,195,679
2	Amounts included on line 1 but not on Form 990, Part IX, line 25	
a	Donated services and use of facilities2a165,000	
b	Prior year adjustments2b	
c	Other losses2c	
d	Other (Describe in Part XIV)2d	
e	Add lines 2a through 2d2e165,000	
3	Subtract line 2e from line 13	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:	
a	Investment expenses not included on Form 990, Part VIII, line 7b4a	
b	Other (Describe in Part XIV)4b	
c	Add lines 4a and 4b4c	
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)5	23,030,679

Part XIV Supplemental Information		
Complete this part to 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, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.		
Identifier	Return Reference	Explanation

Department of the Treasury
Internal Revenue Service

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

▶ **Attach to Form 990. ▶ See separate instructions.**

2009

Open to Public Inspection

Name of the organization
Humanity United

Employer identification number

26-2583379

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

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

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

3 Activities per Region (Use Schedule F-1 (Form 990) if additional space is needed)

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
Europe	0	0	Grants		1,134,346
Canada	0	0	Grants		96,000
Africa	0	0	Grants		1,346,959
Totals ►	0	0			2,577,305

Part II

Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Check this box if no one recipient received more than \$5,000 ☐

Use Schedule F-1 (Form 990) 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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			Europe		134,346	Check			
			Europe		1,000,000	Wire			
			Canada		96,000	Check			
			Africa		53,908	Check			
			Africa		50,000	Check			
			Africa		435,000	Check			
			Africa		348,069	Check			
			Africa		290,000	Wire			
			Africa		25,000	Wire			
			Africa		20,000	Wire			
			Africa		124,982	Check			

2

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

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" to Form 990, Part IV, line 16.
Use Schedule F-1 (Form 990) if additional space is needed.

[illegible]

Complete this part to provide the information required in Part I, line 2, and any additional information.

Schedule F (Form 990) 2009

Schedule I
(Form 990)

Department of the Treasury
Internal Revenue Service

Name of the organization
Humanity United

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

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

OMB No 1545-0047

2009

Open to Public
Inspection

Employer identification number
26-2583379

Part I

General Information on Grants and Assistance

- 1

Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No
- 2

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

Part II

Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 21 for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 (Form 990) if additional space is needed ▶ ☐

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
See Additional Data Table							

2

Enter total number of section 501(c)(3) and government organizations

79

3

Enter total number of other organizations

0

Part III **Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 22.
Use Schedule I-1 (Form 990) 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

Part IV **Supplemental Information.** Complete this part to provide the information required in Part I, line 2, and any other additional information.

[illegible]

Software ID: 09000047
Software Version: 2009v1.3
EIN: 26-2583379
Name: Humanity United

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
World Affairs Council of NC 312 Sutter St Suite 200 San Francisco, CA 94108	94-3053917	501(c)(3)	120,000	0			Global Philanthropy forum
Women for women International4455 Connecticut Ave NW Ste200 Washington, DC 20008	52-1838756	501(c)(3)	10,000	0			General Support
Vital Voices1625 MassachusettsAve NW Ste850 Washington, DC 20036	52-2151557	501(c)(3)	330,000	0			Human rights on Slavery
Vital Voices1625 MassachusettsAve NW Ste850 Washington, DC 20036	52-2151557	501(c)(3)	20,000	0			Human rights on Slavery
Verite44 Belchertown Rd Amherst, MA 01002	04-3304538	501(c)(3)	390,000	0			Modern-Day Slaves project
Venture Beyond23462 Via Codomiz Coto de Caza, CA 92679	20-0841989	501(c)(3)	48,000	0			General Support
University of CA Berkeley HumRights 460 Stephen Hall 2300 Berkeley, CA 94720	94-6002123	501(c)(3)	242,100	0			Liberia Survey
UNDPOne United Nations Plaza New York, NY 10017	04-2103634	501(c)(3)	74,112	0			TOKEN Program support
Trustees of Tufts College20 Professors Row Medford, MA 02155		501(c)(3)	500,000	0			Feinstein Intl Center
Tides CenterPO Box 29907 San Francisco, CA 94122	94-3213100	501(c)(3)	125,000	0			Desmond Tutu Legacy Project

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
TENPO Box 267 Sagamore,MA 02561	37-1497985	501(c)(3)	65,000	0			Fair trade cert, Cocoa in Ghana
Sudan Reconstruct Skills Search1086 Avondale St Jackson,MS 39216	65-1258236	501(c)(3)	68,040	0			S Sudan Agricultural
Sudan Reconstruct Skills Search1086 Avondale St Jackson,MS 39216	65-1258236	501(c)(3)	50,000	0			Lost Boys/Girls Network
Skylight Pictures330 West 42nd St 24th floor New York,NY 10017	13-3089449	501(c)(3)	276,000	0			Distribution of "The Reckoning"
SF Bay Area Darfur Coalition 3919 Washington St San Francisco,CA 94118	36-4605099	501(c)(3)	12,000	0			General support
Search for Common Ground 1601 Connecticut Ave NW Washington,DC 20009	52-1257425	501(c)(3)	96,710	0			Assoc Liberian Radio Stns
Save Darfur Coalition2120 L St NW Washington,DC 20037	20-0841989	501(c)(3)	500,000	0			General Support
S Sudan Wmn&Yth Empowerment Ntw1819 West Van Buren Phoenix,AZ 85009	36-4581319	501(c)(3)	17,270	0			Sudan Youth Initiative
S Sudan wmn&yth Empowerment Ntw1918 West Van Buren Phoenix,AZ 85009	36-4581319	501(c)(3)	45,500	0			Sudanese Networking Workshop
RugMark Foundation2001 S StreetNW Suite 430 Washington,DC 20009	52-2042014	501(c)(3)	350,000	0			General support

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

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Resolve Uganda211 8th Street NE Washington, DC 20002	01-0891132	501(c)(3)	30,000	0			General support
Resolve Uganda211 8th St NE Studio Washington, DC 20002	01-0891132	501(c)(3)	127,000	0			General Support
Res Publica US inc857 Broadway Floor 3 New York, NY 10003	13-4286728	501(c)(3)	50,000	0			Dissemination Darfur refugees rpt
RAND Corp1776 Main Street Santa Monica, CA 90407	95-1958142	501(c)(3)	82,500	0			Referendum Project
RAND Corp1776 Main Street Santa Monica, CA 90407	95-1958142	501(c)(3)	82,500	0			Referendum Project
President & Fellows of Harvard C1350 Massachusetts Ave Room 620 Cambridge, MA 02138	42-1035800	501(c)(3)	165,000	0			Fair Trade Cert, Cocoa in Ghana
Polaris ProjectPO Box 77892 Washington, DC 20013	03-0391561	501(c)(3)	250,000	0			General Support
PeaceJam Foundation7530 Grandview Ave Arvada, CO 80002	84-1349666	501(c)(3)	110,000	0			Nobel Women's Initiative
Not for SalePO Box 371035 Montara, CA 94037	20-5659783	501(c)(3)	200,000	0			General support
Not for Sale122 Seacliff Ct Montara, CA 94037	20-5659783	501(c)(3)	50,000	0			Slavery Global Forum

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

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Leadership Institute New Sudan1300 Washington St Denver, CO 80203	26-2141365	501(c)(3)	47,500	0			Leadership/Democracy Pilot
KUSH708 Highland Ave NW Washington, DC 20012	20-0472248	501(c)(3)	8,000	0			S Sudan Livelihood initiative
KUSH708 Highland Ave NW Washington, DC 20012	20-0472248	501(c)(3)	500,000	0			Sudan Inst Research/Analysis
JSI Research & Training Institut1616 Fort Meyer Dr 11th Fl Arlington, VA 22209	52-2351337	501(c)(3)	75,000	0			Liberia Philanthropy Sec
JSI Research & Training Institut1616 Fort Meyer Dr 11th Fl Arlington, VA 22209	52-2351337	501(c)(3)	116,000	0			Liberian Philanthropy Sec
JSI Research & Training Institut1616 Fort Meyer Dr 11th Fl Arlington, VA 22209	04-2679824	501(c)(3)	21,000	0			Liberian Philanthropy Sec
John Hopkins University Ste400WymanParkBldg3400NCharle Baltimore, MD 21201	52-0595110	501(c)(3)	125,000	0			Gatekeepers Liberia Trip
John Carroll University20700 N Park Blvd University Heights, OH 44118	34-0714681	501(c)(3)	10,000	0			Crisis Mapping Conf
Invisible Children1620 5th Ave Ste 400 San Diego, CA 92101	54-2164338	501(c)(3)	100,000	0			General Support
Intl Ctr for Transitional Justi5 Hanover Square Fl 24 New York, NC 10004	11-3580024	501(c)(3)	495,490	0			ICTJ's storytelling unit

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) A mount of cash grant	(e) A mount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Intl Ctr for Trans Justice5 Hanover Square 24th Floor New York, NY 10004	11-3580024	501(c)(3)	202,921	0			Justice in Khartoum/N Sudan
International Labor Rights Forum2001 S Street Suite 4201 Washington, DC 20009	52-1497461	501(c)(3)	30,000	0			Free2Work org
International Labor Rights Forum2001 S Street Suite 4201 Washington, DC 20009	52-1497461	501(c)(3)	170,000	0			Child/Forced Labor Prjt
International Justice Mission 1235 South Clark Suite 1400 Arlington, VA 22202	54-1722887	501(c)(3)	45,500	0			Gvt Relations/Justice Campaign
International Justice Mission 1235 South Clark Suite 1400 Arlington, VA 22202	54-1722887	501(c)(3)	454,500	0			Gvt Relations/Justice Campaign
Institute for Sustainable Peace3217 Montrose Houston, TX 77006	75-3010560	501(c)(3)	100,000	0			Leadership Development Wkshp
Insight Collaborative47 Winter Street Ste 8 Boston, MA 02108	71-0986570	501(c)(3)	200,000	0			Interactive Radio
Independent Diplomat137 Second Ave 2nd Fl New York, NY 10003	11-3816205	501(c)(3)	50,000	0			GoSS Project
Independent Diplomat137 Second Ave 2nd Fl New York, NY 10003	11-3816205	501(c)(3)	200,000	0			GoSS Project
Human Rights Watch350 Fifth Ave 34th floor New York, NY 10118	13-2875808	501(c)(3)	251,654	0			General Support

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

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Global Giving Foundation1816 12th St NW 3rd Fl Washington, DC 20009	30-0108263	501(c)(3)	82,000	0			Star Radio, Liberia broadcasting
GI-Net1200 18th St Ste 320 Washington, DC 20036	20-2278405	501(c)(3)	179,400	0			Genocide Prevention Campaign
Genocide Intervention Network1333 H Street NW First Fl Washington, DC 20005	20-2278405	501(c)(3)	9,694	0			General Support
Genocide Intervention Network1333 H Street NW First Fl Washington, DC 20005	20-2278405	501(c)(3)	124,600	0			General Support
Fund for the City of New York121 Ave of the Americas 6thFlr New York, NY 10013	13-2612524	501(c)(3)	10,000	0			TRC Demystification Forum
Fund for Peace1720 Eye Street NW 7th Fl Washington, DC 20006	13-2550978	501(c)(3)	200,000	0			Spcl Adviser Genocide Prevention
Free the SlavesAntiSlaveryIntl1320 19th St NW Ste 600 Washington, DC 20036	56-2189635	501(c)(3)	150,000	0			General Support
Desmond Tutu Peace Foundation205 East 64th St Ste 503 New York, NY 10065	13-4092458	501(c)(3)	100,000	0			Mpilo Ministries Trust
Conflict Dynamics International111 Rice Street Cambridge, MA 02140	56-2460366	501(c)(3)	49,535	0			Political Accomodation in Sudan
Community Links Hawaii1003 Bishop St Suite 2605 Honolulu, HI 96813	41-2166810	501(c)(3)	10,000	0			General Support

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

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CoalitiontoAbolishSlavery&Traff 5042 Wilshire Blvd Ste 586 Los Angeles, CA 90036	10-0008533	501(c)(3)	350,000	0			General Support
Clinton Global Initiative610 President Clinton Ave Little Rock, AR 72201	31-1580204	501(c)(3)	19,000	0			General Support
Cherish Our Children IntlPO Box 540007 Houston, TX 77254	76-0393617	501(c)(3)	100,000	0			Grassroots Engagement iActivism
Center for Global NonkillingPO Box 12232 Honolulu, HI 96828	99-0316626	501(c)(3)	300,000	0			General Support
Center for American Progress 1333 H St 10th Fl Washington, DC 20005	30-0126510	501(c)(3)	2,250,000	0			Enough Project
Carter Center453 Freedom Parkway Atlanta, GA 30307	58-1454716	501(c)(3)	1,000,000	0			Liberia Access to Justice prjct
Carnegie Mellon University 5000 Forbes Avenue WH 401 Pittsburgh, PA 15213	25-0969449	501(c)(3)	144,377	0			Building African Capacity conf
Caring for KaelaPO Box 285 Stevenson, MD 21153	65-1223148	501(c)(3)	43,101	0			Chad Peace to Keep Project
AuschwitzInstforPeace&Reconcili 870 5th Ave Ste 9H New York, NY 10065	20-4714242	501(c)(3)	10,552	0			Anti-Genocide Seminar
AmCtr for Intl LaborSolidarity 888 16th St NW Suite 400 Washington, DC 20006	52-1984719	501(c)(3)	117,965	0			Trafficking & Migrant Workers

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
A mCtr for Intl LaborSolidarity 888 16th St NW Suite 400 Washington, DC 20006	52-1984719	501(c)(3)	100,000	0			Trafficking/Forced Labor
Alliance to Stop Slavery9200 W Sunset Blvd PH 22 Los Angeles, CA 90069	56-2677020	501(c)(3)	43,000	0			General Support
All Africa Foundation920 M Street SE Washington, DC 20003	74-3015254	501(c)(3)	25,000	0			Liberian Education Trust
Advocacy Project1326 14th Street NW Washington, DC 20005	52-2333129	501(c)(3)	50,000	0			General Support

Schedule J
(Form 990)

Compensation Information

OMB No 1545-0047

2009

Open to Public Inspection

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

▶ Complete if the organization answered "Yes" to Form 990, Part IV, question 23.

▶ Attach to Form 990. ▶ See separate instructions.

Name of the organization
Humanity United

Employer identification number
26-2583379

Part I

Questions Regarding Compensation

		Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items		
	☒ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e g , maid, chauffeur, chef)		
b	If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all the expenses described above? If "No," complete Part III to explain	1b	Yes
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	2	Yes
3	Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply		
	☐ Compensation committee ☐ Written employment contract ☒ Independent compensation consultant ☒ Compensation survey or study ☒ Form 990 of other organizations ☒ Approval by the board or compensation committee		
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization		
a	Receive a severance payment or change-of-control payment?	4a	Yes
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	No
c	Participate in, or receive payment from, an equity-based compensation arrangement?	4c	No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III		
	Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.		
5	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of		
a	The organization?	5a	No
b	Any related organization?	5b	No
	If "Yes," to line 5a or 5b, describe in Part III		
6	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of		
a	The organization?	6a	No
b	Any related organization?	6b	No
	If "Yes," to line 6a or 6b, describe in Part III		
7	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	7	No
8	Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe in Part III	8	No
9	If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?	9	No

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

Note. The sum of columns (B)(i)-(iii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

[illegible]

Part III

Supplemental Information

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

Identifier	Return Reference	Explanation
Sch J, Part I, Line 1a	Part I, Line 1a Relevant information in regards to selections on 1a	

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

**Complete to provide information for responses to specific questions on
Form 990 or to provide any additional information.**
▶ Attach to Form 990.

2009

**Open to Public
Inspection**

Name of the organization

Humanity United

Employer identification number

26-2583379

Identifier	Return Reference	Explanation
Form 990, Part VI, Line 19	Form 990, Part VI, Line 19 Other Organization Documents Publicly Available	Disclosure of Humanity United's governing documents and other documents describing its policies and its financial statements will be available to the public upon request
Form 990, Part VI, Line 15b	Form 990, Part VI, Line 15b Compensation Review and Approval Process for Officers and Key Employees	The process Humanity United conducts in determining compensation for our officers and key employees includes utilizing an independent outside resource to conduct a compensation benchmark study and perform an analysis for each compensated officer and/or key employee. The independent resource procures relevant benchmark survey data from both non-profit and for-profit survey sources to compile the compensation analysis for each compensated officer and/or key employee. The independent resource presents the analysis for each compensated officer and/or key employee directly to the Board of Trustees of Humanity United for independent review and approval. The Board of Trustees will contemporaneously document its basis for the determination of the appropriate compensation. Humanity United conducts this process on an annual basis and more frequently as needed for compensation increases to an officer or key employee, as well as for new hires which become officers and/or key employees.
Form 990, Part VI, Line 12c	Form 990, Part VI, Line 12c Explanation of Monitoring and Enforcement of Conflicts	Humanity United monitors and enforces its conflict of interest policy by annually gathering from the trustees, officers, directors and key employees all conflict of interests and requiring all other employees to proactively disclose any conflict of interest as they arise. The policy outlines a process by which Humanity United evaluates and protects against undue influence by any person who may have a conflict of interest. The policy also outlines a process to be undertaken if there is a potential violation of the policy. Finally, the Board reviews the policy and its administration on an annual basis.
Form 990, Part VI, Line 11	Form 990, Part VI, Line 11 Form 990 Review Process	The process followed for review of the Form 990 is to distribute it prior to the Board of Trustees meeting for independent review by the Board members. At the Board Meeting, the Form 990 is presented and any questions that arise are discussed and addressed.
Form 990, Part III, Line 4d	Form 990, Part III, Line 4d Other Program Services Description	OTHER PROGRAM SERVICES 4 Other program services strategically chosen to promote the mission of Humanity United, and various employee gift matching contributions totaling \$65,870