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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

2011

Open to Public Inspection

A For the 2011 calendar year, or tax year beginning 01-01-2011 and ending 12-31-2011

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

C Name of organization
INTERNATIONAL JUSTICE MISSION

Doing Business As

Number and street (or P O box if mail is not delivered to street address) | Room/suite
PO BOX 58147

City or town, state or country, and ZIP + 4
WASHINGTON, DC 200378147

D Employer identification number
54-1722887

E Telephone number
(703)465-5495

G Gross receipts $ 31,405,891

F Name and address of principal officer
GARY A HAUGEN
PO BOX 58147
WASHINGTON,DC 200378147

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)(3) ☐ 501(c) ( ) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J **Website: ▶** WWW IJM ORG

K Form of organization ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation 1994

M State of legal domicile VA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
THE MISSION OF INTERNATIONAL JUSTICE MISSION IS TO PROTECT PEOPLE FROM VIOLENT FORCES OF INJUSTICE BY SECURING RESCUE AND RESTORATION FOR VICTIMS AND ENSURING PUBLIC JUSTICE SYSTEMS WORK FOR THE POOR

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	14
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	13
5	Total number of individuals employed in calendar year 2011 (Part V, line 2a)	5	173
6	Total number of volunteers (estimate if necessary)	6	385
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b	Net unrelated business taxable income from Form 990-T, line 34	7b	0

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	24,756,392	29,737,847
	9	Program service revenue (Part VIII, line 2g)	203,961	165,796
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	16,035	24,065
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-366,404	-658,803
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	24,609,984	29,268,905
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	420,924	476,315
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	13,877,422	15,692,828
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	30,000	401,135
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶3,089,529		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	10,414,224	10,042,088
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	24,742,570	26,612,366
	19	Revenue less expenses Subtract line 18 from line 12	-132,586	2,656,539

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	10,847,031	20,493,502
	21	Total liabilities (Part X, line 26)	4,915,564	11,905,496
	22	Net assets or fund balances Subtract line 21 from line 20	5,931,467	8,588,006

Part II Signature Block

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

Sign Here

****** | 2012-05-14
Signature of officer | Date

GARY VEURINK COO, EXECUTIVE VICE PRESIDENT
Type or print name and title

Paid Preparer's Use Only

Preparer's signature ▶ YONG ZHANG CPA	Date	Check if self-employed ▶ ☐	Preparer's taxpayer identification number (see instructions) P01249785
Firm's name (or yours if self-employed), address, and ZIP + 4 ▶ MCGLADREY LLP 8000 TOWERS CRESCENT DR STE 500 VIENNA, VA 221826205			EIN ▶ 42-0714325 Phone no ▶ (703) 336-6400

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

Part III **Statement of Program Service Accomplishments**

Check if Schedule O contains a response to any question in this Part III . . . . ☑

1 Briefly describe the organization's mission

THE MISSION OF INTERNATIONAL JUSTICE MISSION IS TO PROTECT PEOPLE FROM VIOLENT FORCES OF INJUSTICE BY SECURING RESCUE AND RESTORATION FOR VICTIMS AND ENSURING PUBLIC JUSTICE SYSTEMS WORK FOR THE POOR

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 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 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 $ 15,727,541 including grants of $ 268,160) (Revenue $)

INTERNATIONAL JUSTICE MISSION'S FIELD OPERATIONS RESPOND TO A VAST AND DEVASTATING CATEGORY OF NEED VIOLENT OPPRESSION OF THE POOR SCHOLARS ESTIMATE THAT MORE THAN 27 MILLION MEN, WOMEN AND CHILDREN ARE HELD IN MODERN-DAY SLAVERY AROUND THE WORLD THE UNITED NATIONS ESTIMATES THAT HUMAN TRAFFICKING FOR SEXUAL OR LABOR SLAVERY GENERATES PROFITS IN EXCESS OF MORE THAN $32 BILLION ANNUALLY FOR TRAFFICKERS AND SLAVE OWNERS, AND UNICEF ESTIMATES THAT NEARLY TWO MILLION CHILDREN ARE EXPLOITED IN THE SEX INDUSTRY THE LAND RIGHTS OF WOMEN ARE VIOLATED ON A MASSIVE SCALE WORLDWIDE, LEAVING WIDOWS AND OTHER VULNERABLE WOMEN UNABLE TO CARE FOR THEMSELVES OR THEIR CHILDREN IN MANY COUNTRIES, PERPETRATORS OF THIS ABUSE AGAINST THE POOR FACE VIRTUALLY NO RECOURSE, DESPITE CLEAR LAWS AGAINST THE VIOLATIONS THE RULE OF LAW SHOULD OFFER PROTECTION TO VULNERABLE PEOPLE, BUT ACCORDING TO A 2007 UNITED NATIONS REPORT, MORE THAN 4 BILLION PEOPLE LIVE OUTSIDE THE PROTECTION OF THE LAW INTERNATIONAL JUSTICE MISSION IS ADDRESSING THIS CRISIS BY ENSURING ACCESS TO RULE OF LAW FOR THE GLOBAL POOR THROUGH THE PROVISION OF INDIVIDUAL CASEWORK SERVICES IJM LAWYERS, INVESTIGATORS AND AFTERCARE PROFESSIONALS WORK WITH LOCAL OFFICIALS IN 13 COUNTRIES IN AFRICA, LATIN AMERICA AND SOUTH AND EAST ASIA TO ENSURE IMMEDIATE VICTIM RESCUE AND AFTERCARE, TO PROSECUTE PERPETRATORS AND TO PROMOTE FUNCTIONING PUBLIC JUSTICE SYSTEMS IJM INDIVIDUAL CASEWORK IJM INVESTIGATORS, LAWYERS AND SOCIAL WORKERSINTERVENE IN INDIVIDUAL CASES OF ABUSE IN PARTNERSHIP WITH STATE ANDLOCAL AUTHORITIES IJM TAKES ON CASES OF SLAVERY, SEX TRAFFICKING, POLICE BRUTALITY/ILLEGAL DETENTION, SEXUAL VIOLENCE, CITIZENSHIP VIOLATIONS AND ILLEGAL PROPERTY SEIZURE BY MOVING INDIVIDUAL CASES OF ABUSE THROUGH THE JUSTICE SYSTEM FROM THE INVESTIGATIVE STAGE TO THE PROSECUTORIAL STAGE, IJM DETERMINES THE SPECIFIC SOURCE OF CORRUPTION, LACK OF RESOURCES, OR LACK OF GOOD WILL IN THE SYSTEM DENYING VICTIMS THE PROTECTION OF THEIR RIGHTS IJM PURSUES FOUR PRIMARY BENEFICIARY OUTCOMES IN ITS CASEWORK VICTIM RELIEF - IJM'S FIRST PRIORITY IN ITS CASEWORK IS IMMEDIATE RELIEF FOR THE VICTIM FROM THE ABUSE BEING COMMITTED PERPETRATOR ACCOUNTABILITY - IJM SEEKS TO HOLD PERPETRATORSACCOUNTABLE FOR THE ABUSE IN THEIR LOCAL JUSTICE SYSTEMS VICTIM AFTERCARE - IJM SOCIAL WORK STAFF AND TRUSTED LOCAL AFTERCAREPARTNERS ENSURE THAT VICTIMS OF OPPRESSION ARE EQUIPPED TOREBUILD THEIR LIVES AND RESPOND TO THE COMPLEX EMOTIONAL AND PHYSICALNEEDS THAT ARE OFTEN THE RESULT OF ABUSE STRUCTURAL TRANSFORMATION - IN ADDITION TO INDIVIDUAL CASEWORK, IJM SEEKS TO PREVENT ABUSE FROM BEING COMMITTED AGAINST THOSE VULNERABLE TO VIOLENT OPPRESSION BY STRENGTHENING THE PUBLIC JUSTICE SYSTEMS UPON WHICH THE POOR MUST RELY FOR PROTECTION IJM PURSUES STRUCTURAL TRANSFORMATION THROUGH CAPACITY-BUILDING ACTIVITIES, INCLUDING TRAINING POLICE, HEALTHCARE PROFESSIONALS, GOVERNMENT OFFICIALS AND OTHER LOCAL AUTHORITIES, BUILDING SOCIAL DEMAND FOR ROBUST LAW ENFORCEMENT AND RESPONSIVE JUDICIAL SYSTEMS, PROVIDING COMMUNITY EDUCATION TO REDUCE VULNERABILITY, AND ADVOCATING WITH LOCAL GOVERNMENTS ON BEHALF OF THE POOR IN 2011 IJM BROUGHT TANGIBLE RELIEF TO 2,473 PEOPLE - VICTIMS OFSLAVERY, SEX TRAFFICKING, SEXUAL VIOLENCE, CITIZENSHIP VIOLATIONS,ILLEGAL DETENTION AND ILLEGAL PROPERTY SEIZURE - AND PROVIDED AFTERCARESERVICES OR TRAININGS FOR THOUSANDS MORE EACH VICTORY REPRESENTS THETENACIOUS WORK OF IJM'S FRONTLINE TEAM OF ATTORNEYS, SOCIAL WORKERSAND INVESTIGATORS - WORK THAT CONTINUES LONG-TERM AS FORMER VICTIMSHEAL AND REBUILD THEIR LIVES WITH THE ASSISTANCE OF IJM AFTERCARE AND AS IJM ATTORNEYS PURSUE JUSTICE IN COURT PROCESSES THAT CAN TAKE YEARS IN 2011 IJM PARTNERED WITH LOCAL AUTHORITIES TO BRING FREEDOM TO 267VICTIMS OF SEX TRAFFICKING, AND 849 FORCED LABOR SLAVES IJM RESTORED PROPERTY TO 345 IMPOVERISHED PEOPLE, THE VAST MAJORITY OF WHOM WERE WIDOWS AND ORPHANS IJM ENSURED THAT 917 HILL TRIBE MEMBERS WERE GRANTED THE THAI CITIZENSHIP TO WHICH THEY ARE ENTITLED - REDUCING VULNERABILITY TO TRAFFICKING AND OTHER FORMS OF VIOLENT OPPRESSION IJM LEGAL TEAMS WORKED ALONGSIDE LOCAL LAW ENFORCEMENT TO ENSURE THE ARREST OF 220 ACCUSED PERPETRATORS OF VIOLENCE AGAINST THE POOR A TOTAL OF 113 PERPETRATORS WERE CONVICTED OF THEIR CRIMES - MEN AND WOMEN WHO BELIEVED THEY COULD ACT WITH IMPUNITY SIMPLY BECAUSE OF THEIR VICTIMS' POVERTY IJM CONDUCTED POLICE TRAININGS AND COMMUNITY- AND CHURCH-BASED TRAININGS THROUGHOUT THE DEVELOPING WORLD, EQUIPPING VULNERABLE PEOPLE, COMMUNITY LEADERS, AND LAW ENFORCEMENT WITH THE KNOWLEDGE THEY NEED TO PROTECT THEMSELVES AND THEIR COMMUNITIES FROM VIOLENT OPPRESSION THESE FIGURES ENCOMPASS IJM'S CASEWORK IN 14 FIELD OFFICES THEY DO NOT INCLUDE THE RESULTS OF THREE CASEWORK ALLIANCE PARTNERSHIP OFFICES IN CENTRAL AND SOUTH AMERICA

4b (Code) (Expenses $ 5,619,806 including grants of $ 208,155) (Revenue $ 165,796)

BUILDING A MOVEMENT IN ADDITION TO INDIVIDUAL CASEWORK, IJM SEEKS TO LEAD A MOVEMENT - MOBILIZING PEOPLE AROUND THE WORLD TO JOIN THE FIGHT FOR JUSTICE IN THE TRADITION OF ABOLITIONIST WILLIAM WILBERFORCE AND TRANSFORMATIONAL LEADERS LIKE MOTHER TERESA AND MARTIN LUTHER KING, JR , THE WORK OF IJM'S EDUCATION DIVISION IS FOUNDED ON THE CHRISTIAN CALL TO JUSTICE ARTICULATED IN THE BIBLE (ISAIAH 1 17) "SEEK JUSTICE, PROTECT THE OPPRESSED, DEFEND THE ORPHAN, PLEAD FOR THE WIDOW " THE IJM EDUCATION DIVISION SEEKS TO SERVE AS A CATALYST - EMPOWERING FAITH COMMUNITIES AND OTHERS OF GOOD WILL TO STAND TOGETHER AS COMMITTED ADVOCATES FOR VICTIMS OF VIOLENT OPPRESSION IN THEIR OWN COMMUNITIES OR ACROSS THE GLOBE IJM SEEKS TO EQUIP CONGREGATIONS AND OTHER LEADERS THROUGH THE IJM INSITITUE, WHICH WORKS TO CREATE DEMAND FOR JUSTICE BY EQUIPPING FAITH-BASED LEADERS AND INFLUENCERS WITH THE IDEOLOGICAL FOUNDATIONS FOR COMBATTING INJUSTICE, AND A CHURCH MOBILIZATION TEAM, WHICH HELPS FAITH COMMUNITIES ENGAGE IN JUSTICE WORK IJM'S EDUCATION DIVISION ALSO COLLABORATES TO HOST CONFERENCES AND COURSE OPPORTUNITIES WITH STRATEGIC INSTITUTIONS IJM'S STUDENT MOBILIZATION TEAM ALSO EQUIPS A GROWING "JUSTICE GENERATION" OF STUDENTS TO SERVE AS NEW LEADERS IN THE FIGHT FOR INTERNATIONAL HUMAN RIGHTS IJM'S STUDENT PROGRAMS AND CAMPUS CHAPTERS EMPOWER STUDENTS TO LEVERAGE THEIR TALENTS AND ENERGY TO BRING AN END TO SLAVERY IN THEIR LIFETIME IN ADDITION TO IJM'S DIRECT WORK WITH THE CHRISTIAN CHURCH, IJM'S JUSTICE CAMPAIGNS MOBILIZE PEOPLE OF GOOD WILL AROUND THE UNITED STATES IN SUPPORT OF U S POLICIES THAT WILL LEAD TO THE ABOLITION OF SEX TRAFFICKING AND MODERN-DAY SLAVERY AND ASSISTANCE TO ENSURE PUBLIC JUSTICE SYSTEMS ABROAD PROTECT THE POOR IJM HAS PROVIDED THOUSANDS OF INDIVIDUALS AND COMMUNITY GROUPS WITH CONCRETE TOOLS FOR SHARING ABOUT THE REALITY OF SLAVERY AND MOBILIZING ACTION TO END IT IJM COMMUNITY RELATIONS STAFF IN IJM FIELD OFFICES WORK WITHIN THEIR OWN COMMUNITIES IN THE DEVELOPING WORLD TO PROVIDE INFORMATION ON INDIVIDUAL LEGAL RIGHTS AND TO HELP VICTIMS PURSUE JUSTICE AGAINST THEIR OPPRESSORS THROUGH LOCAL COURTS OF LAW THIS APPROACH AIDS THE INDIVIDUAL WHILE STRENGTHENING THE OVERALL SYTEM TO PREVENT FUTURE ABUSE OF VULNERABLE POPULATIONS IJM ALSO SEEKS TO INTRODUCE BROAD AUDIENCES TO THE REALITY OF OPPRESSION IN THE DEVELOPING WORLD IJM'S FRONTLINE WORK HAS BEEN COVERED BY OUTLETS SUCH AS FORBES MAGAZINE, THE WASHINGTON POST, THE TIMES OF INDIA, THE GUARDIAN, THE NEW YORK TIMES, THE NEW YORKER, FOREIGN AFFAIRS, "THE TODAY SHOW," "THE OPRAH WINFREY SHOW," "DATELINE NBC," MSNBC, CNN, BBC WORLD NEWS AND NATIONAL PUBLIC RADIO, AMONG MANY OTHERS BY RAISING AWARENESS OF THESE CRITICAL ISSUES, IJM SEEKS TO BRING MORE ALLIES TO THE STRUGGLE TO END SLAVERY AND PROTECT THE POOR FROM VIOLENT OPPRESSION

4c (Code) (Expenses $ including grants of $) (Revenue $)

4d Other program services (Describe in Schedule O)

(Expenses $ including grants of $) (Revenue $)

4e **Total program service expenses** ▶$ 21,347,347

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	Yes	
2	Is the organization required to complete *Schedule B, Schedule of Contributors* (see instructions)?	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, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4	Yes	
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? *If "Yes," complete Schedule C, Part III*	5		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete 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	Yes	
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10		No
11	If the organization's answer to any of the following questions is 'Yes,' then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line10? *If "Yes," complete Schedule D, Part VI.*	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII.*	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII.*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX.*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X.*	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X.*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI, XII, and XIII*	12a	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional*	12b		No
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	Yes	
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, 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 and IV*	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 and IV*	16	Yes	
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	Yes	
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	Yes	
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
20a	Did the organization operate one or more hospitals? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach its audited financial statement to this return? **Note.** All Form 990 filers that operated one or more hospitals must attach audited financial statements	20b		

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? *If "Yes," complete Schedule I, Parts I and II*	21		No
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? *If "Yes," complete Schedule I, Parts I and III*	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? *If "Yes," complete Schedule J*	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? *If "Yes," answer questions 24b–24d and complete Schedule K. If "No," go to line 25*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
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		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
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? *If "Yes," complete Schedule L, Part I*	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	25b		No
26	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? *If "Yes," complete Schedule L, Part II*	26	Yes	
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? *If "Yes," complete Schedule L, Part III*	27		No
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or owner? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	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? *If "Yes," complete Schedule R, Part I*	33		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1*	34		No
35a	Is any related organization a controlled entity of the filing organization within the meaning of section 512(b)(13)?	35a		No
b	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35b		No
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		No
38	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

Check if Schedule O contains a response to any question in this Part V . . . . ☑

					Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable	1a	32			
b	Enter the number of Forms W-2G included in line 1a *Enter -0-* if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	
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	2a	173			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			2b	Yes	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)					
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			3a		No
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*			3b		
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 or securities account)?			4a	Yes	
b	If "Yes," enter the name of the foreign country ▶IN , TH , ZA , KE , RP , BL , CB , GT , UG , RW See instructions for 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?			5c		
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		
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	Yes	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b	Yes	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			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		
9	**Sponsoring organizations maintaining donor advised funds.**					
a	Did the organization make any taxable distributions under section 4966?			9a		
b	Did the organization make a distribution to a donor, donor advisor, or related person?			9b		
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		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**					
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** All 501(c)(29) organizations must list in Schedule O each state in which they are licensed to issue qualified health plans, the amount of reserves required by each state, and the amount of reserves the organization allocated to each state			13a		
b	Enter the aggregate amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b				
c	Enter the aggregate amount of reserves on hand	13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?			14a		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*			14b		

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.

Check if Schedule O contains a response to any question in this Part VI . . . . ☑

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a 14			
b	Enter the number of voting members included in line 1a, above, who are independent	1b 13			
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 governing documents since the prior Form 990 was filed?		4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .		5		No
6	Did the organization have members or stockholders?		6		No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		7a		No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following				
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	Did the organization have local chapters, branches, or affiliates?	10a		No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review the Form 990			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	Yes	
b	Were officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes," to line 15a or 15b, describe the process 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," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed ▶ AK , AZ , FL , GA , HI , MS , MN , NC , ND , NH , PA , TN , VA , WI , WV

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 made 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 made 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 ▶

LAUREN WEAVER
PO BOX 58147
WASHINGTON, DC 20037
(703) 465-5495

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

Check if Schedule O contains a response to any question 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, 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, if any See instructions for definition of "key employee "
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, 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 neither the organization nor any related organizations compensated any current or former officer, director, or trustee

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
(1) DR STEVE HAYNER CHAIRMAN	1 00	X						0	0	0
(2) MR MARK KROEKER DIRECTOR	1 00	X		X				0	0	0
(3) MR RAM GIDOOMAL DIRECTOR	1 00	X		X				0	0	0
(4) MR DAVID GRIZZLE DIRECTOR	1 00	X						0	0	0
(5) MRS JACQUELINE FULLER DIRECTOR	1 00	X						0	0	0
(6) DR GORDON MATHESON DIRECTOR	1 00	X						0	0	0
(7) DR LAURENT MBANDA DIRECTOR	1 00	X						0	0	0
(8) MR ART REIMERS DIRECTOR	1 00	X						0	0	0
(9) DR ALFONSO WIELAND DIRECTOR	1 00	X						0	0	0
(10) MR TERRY MOCHAR DIRECTOR	1 00	X						0	0	0
(11) MS NICOLE BIBBINS SEDACA DIRECTOR	1 00	X						0	0	0
(12) MR MARTIN WITTEVEEN DIRECTOR	1 00	X						0	0	0
(13) MR RAJ PARKER DIRECTOR	1 00	X						0	0	0
(14) MS REBECCA CHAN DIRECTOR	1 00	X						0	0	0
(15) MS NANCY ORTBERG DIRECTOR	1 00	X						0	0	0
(16) MR GARY HAUGEN CHIEF EXECUTIVE OFFICER, PRESIDENT	40 00	X		X				243,929	0	32,934
(17) MR GARY VEURINK CHIEF OPERATING OFFICER	40 00			X				170,951	0	10,915

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

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
(18) MS LAUREN WEAVER VP OF FINANCE	32 00			X				134,034	0	8,441
(19) MS SHELLEY THAMES CHIEF OF STAFF	32 00			X				83,938	0	11,402
(20) MR JESSE RUDY FIELD OFFICE DIRECTOR, UGANDA	40 00					X		177,389	0	17,337
(21) MR SAJU MATHEW REGIONAL DIRECTOR, SOUTH ASIA	40 00					X		148,444	0	18,816
(22) MR SEAN LITTON VP OF FIELD OPERATIONS	40 00					X		144,313	0	14,914
(23) MR PHILIP LANGFORD REGIONAL DIRECTOR, AFRICA	40 00					X		129,703	0	17,699
(24) MS HOLLY BURKHALTER VP OF GOVERNMENT RELATIONS	40 00					X		127,831	0	13,888

		(D)	(E)	(F)
1b	Sub-Total ▶			
c	Total from continuation sheets to Part VII, Section A ▶			
d	Total (add lines 1b and 1c) ▶	1,360,532	0	146,346

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 ▶22

			Yes	No
3	Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	3		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? *If "Yes," complete Schedule J for such individual*	4	Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		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 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
DOUGLAS SHAW & ASSOCIATES 1717 PARK ST SUITE 300 NAPERVILLE, IL 60563	DIRECT MAIL FUNDRAISING	400,511
ASSOCIATES INTERNATIONAL INC 100 ROGERS ROAD WILMINGTON, DE 19801	PRINTING & PUBLICATIONS	289,876

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

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	1,208,887				
	d	Related organizations . . . 1d					
	e	Government grants (contributions) 1e	1,424,320				
	f	All other contributions, gifts, grants, and similar amounts not included above 1f	27,104,640				
	g	Noncash contributions included in lines 1a-1f $ 858,659					
	h	**Total.** Add lines 1a-1f . . . . ▶		29,737,847			
Program Service Revenue			Business Code				
	2a	CONFERENCE	900099	95,108	95,108		
	b	HONORARIUM	900099	59,193	59,193		
	c	ROYALTIES	900099	11,495	11,495		
	d						
	e						
	f	All other program service revenue					
	g	**Total.** Add lines 2a–2f . . . . ▶		165,796			
Other Revenue	3	Investment income (including dividends, interest and other similar amounts) . . . . . ▶		17,054			17,054
	4	Income from investment of tax-exempt bond proceeds . . ▶					
	5	Royalties . . . . ▶					

	(i) Real	(ii) Personal
6a Gross rents	496,048	
b Less rental expenses	711,927	
c Rental income or (loss)	-215,879	

		(A)	(B)	(C)	(D)
6d	Net rental income or (loss) . . . . ▶	-215,879			-215,879

	(i) Securities	(ii) Other
7a Gross amount from sales of assets other than inventory	618,164	20,685
b Less cost or other basis and sales expenses	615,594	16,244
c Gain or (loss)	2,570	4,441

			(A)	(B)	(C)	(D)
7d	Net gain or (loss) . . . . ▶		7,011			7,011
8a	Gross income from fundraising events (not including $ 1,208,887 of contributions reported on line 1c) See Part IV, line 18 . . . a	286,760				
b	Less direct expenses . . . b	793,221				
c	Net income or (loss) from fundraising events . . ▶		-506,461			-506,461
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 . . . ▶					
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 . . ▶					
	Miscellaneous Revenue	Business Code				
11a	REIMBURSED EXPENSES	900099	54,680			54,680
b	OTHER INCOME	900099	8,857			8,857
c						
d	All other revenue					
e	**Total.** Add lines 11a–11d . . . . . . ▶		63,537			
12	**Total revenue.** See Instructions . . . ▶		29,268,905	165,796	0	-634,738

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)
Check if Schedule O contains a response to any question 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 governments and organizations in the United States See Part IV, line 21				
2	Grants and other assistance to individuals in the United States See Part IV, line 22				
3	Grants and other assistance to governments, organizations, and individuals outside the United States See Part IV, lines 15 and 16	476,315	476,315		
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	1,498,719	1,293,946	166,083	38,690
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	11,072,830	8,617,358	1,039,434	1,416,038
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	512,147	366,272	61,529	84,346
9	Other employee benefits	1,904,761	1,649,206	112,432	143,123
10	Payroll taxes	704,371	504,428	89,900	110,043
11	Fees for services (non-employees)				
a	Management				
b	Legal	186,510	127,361	19,169	39,980
c	Accounting	191,404	133,712	54,940	2,752
d	Lobbying				
e	Professional fundraising *See Part IV, line 17* . .	401,135			401,135
f	Investment management fees				
g	Other	998,369	912,910	32,965	52,494
12	Advertising and promotion	485,214	214,434	18,042	252,738
13	Office expenses	1,592,240	951,052	398,590	242,598
14	Information technology	243,693	212,243	4,108	27,342
15	Royalties . .				
16	Occupancy	1,947,197	1,488,354	216,009	242,834
17	Travel	2,416,709	2,049,698	55,515	311,496
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	49,628	39,300	3,688	6,640
20	Interest	209,601	18,403	189,896	1,302
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	687,483	619,309	30,392	37,782
23	Insurance	124,049	106,394	8,335	9,320
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24f If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O)				
a	INTERNSHIP EXPENSE	1,213,409	1,213,409		
b	CLIENT EXPENSES	259,621	259,621		
c	GIFTS & ENTERTAINMENT	72,977	46,524	13,613	12,840
d	SPECIAL EVENT EXPENSES	-793,221	-54,672	-366,752	-371,797
e					
f	All other expenses	157,205	101,770	27,602	27,833
25	**Total functional expenses.** Add lines 1 through 24f	26,612,366	21,347,347	2,175,490	3,089,529
26	**Joint costs.** Check here ▶ ☑ if following SOP 98-2 (ASC 958-720) Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation	793,221	54,672	366,752	371,797

Part X Balance Sheet

				(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing		5,512,831	1	1,231,794
	2	Savings and temporary cash investments		1,501,296	2	16,136,025
	3	Pledges and grants receivable, net		1,824,657	3	1,080,249
	4	Accounts receivable, net		672	4	2,322
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		12,058	5	16,225
	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	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		326,137	9	368,142
	10a	Land, buildings, and equipment cost or other basis *Complete Part VI of Schedule D*	10a 4,398,701			
	b	Less accumulated depreciation	10b 2,914,609	1,508,606	10c	1,484,092
	11	Investments—publicly traded securities			11	
	12	Investments—other securities See Part IV, line 11			12	
	13	Investments—program-related See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets See Part IV, line 11		160,774	15	174,653
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)		10,847,031	16	20,493,502
Liabilities	17	Accounts payable and accrued expenses		1,105,337	17	1,002,759
	18	Grants payable			18	
	19	Deferred revenue		664,890	19	7,710,617
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability *Complete Part IV of Schedule D*		14,293	21	12,353
	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 (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D		3,131,044	25	3,179,767
	26	**Total liabilities.** Add lines 17 through 25		4,915,564	26	11,905,496
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		5,332,469	27	7,068,093
	28	Temporarily restricted net assets		598,998	28	1,519,913
	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			32	
	33	Total net assets or fund balances		5,931,467	33	8,588,006
	34	Total liabilities and net assets/fund balances		10,847,031	34	20,493,502

Part XI **Reconcilliation of Net Assets**

Check if Schedule O contains a response to any question in this Part XI . . . . ☐

1	Total revenue (must equal Part VIII, column (A), line 12) . . .	1	29,268,905
2	Total expenses (must equal Part IX, column (A), line 25)	2	26,612,366
3	Revenue less expenses Subtract line 2 from line 1	3	2,656,539
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . .	4	5,931,467
5	Other changes in net assets or fund balances (explain in Schedule O)	5	0
6	Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	8,588,006

Part XII **Financial Statements and Reporting**

Check if Schedule O contains a response to any question in this Part XII . . . . ☑

			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? . .	2a		No
b	Were the organization's financial statements audited by an independent accountant?	2b	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	2c	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 separate basis, consolidated 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?	3a	Yes	
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 . .	3b	Yes	

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SCHEDULE A
(Form 990 or 990EZ)

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.** ▶ **See separate instructions.**

OMB No 1545-0047

2011

Open to Public Inspection

Name of the organization
INTERNATIONAL JUSTICE MISSION

Employer identification number
54-1722887

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 11, check only one box)

1 ☐ A church, convention of churches, or association of churches **section 170(b)(1)(A)(i).**

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)

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 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)

10 ☐ An organization organized and operated exclusively to test for public safety See**section 509(a)(4).**

11 ☐ 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 that describes the type of supporting organization and complete lines 11e through 11h

a ☐ Type I **b** ☐ Type II **c** ☐ Type III - Functionally integrated **d** ☐ Type III - Other

e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box ☐

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

		Yes	No
(i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?	**11g(i)**		
(ii) a family member of a person described in (i) above?	**11g(ii)**		
(iii) a 35% controlled entity of a person described in (i) or (ii) above?	**11g(iii)**		

h Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of support?
			Yes	No	Yes	No	Yes	No	
Total									

Part II **Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")	18,120,488	19,094,697	21,757,504	24,756,392	29,737,847	113,466,928
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add lines 1 through 3	18,120,488	19,094,697	21,757,504	24,756,392	29,737,847	113,466,928
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						205,899
6 **Public Support.** Subtract line 5 from line 4						113,261,029

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
7 Amounts from line 4	18,120,488	19,094,697	21,757,504	24,756,392	29,737,847	113,466,928
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	317,952	492,031	124,242	359,163	513,102	1,806,490
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income (Explain in Part IV) Do not include gain or loss from the sale of capital assets	154,532	169,276	165,895	126,817	63,537	680,057
11 **Total support** (Add lines 7 through 10)						115,953,475

12 Gross receipts from related activities, etc (See instructions) | 12 | 2,354,872

13 **First Five Years** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and **stop here** ☐

Section C. Computation of Public Support Percentage

14 Public Support Percentage for 2011 (line 6 column (f) divided by line 11 column (f)) | 14 | 97 680 %

15 Public Support Percentage for 2010 Schedule A, Part II, line 14 | 15 | 95 460 %

16a **33 1/3% support test—2011.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ☑

b **33 1/3% support test—2010.** If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

17a **10%-facts-and-circumstances test—2011.** If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization ☐

b **10%-facts-and-circumstances test—2010.** If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization ☐

18 **Private Foundation** If the organization did not check a box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions ☐

Part III **Support Schedule for Organizations Described in IRC 509(a)(2)**
(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	**(a)** 2007	**(b)** 2008	**(c)** 2009	**(d)** 2010	**(e)** 2011	**(f)** Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public Support** (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	**(a)** 2007	**(b)** 2008	**(c)** 2009	**(d)** 2010	**(e)** 2011	**(f)** Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
13 **Total support** (Add lines 9, 10c, 11 and 12)						

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

Section C. Computation of Public Support Percentage

15 Public Support Percentage for 2011 (line 8 column (f) divided by line 13 column (f))	**15**	
16 Public support percentage from 2010 Schedule A, Part III, line 15	**16**	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2011** (line 10c column (f) divided by line 13 column (f))	**17**	
18 Investment income percentage from **2010** Schedule A, Part III, line 17	**18**	

19a **33 1/3% support tests—2011.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3% and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

b **33 1/3% support tests—2010.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

20 **Private Foundation** If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions ▶☐

Part IV **Supplemental Information.** Supplemental Information. Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Explanation

Additional Data

Software ID:
Software Version:
EIN: 54-1722887
Name: INTERNATIONAL JUSTICE MISSION

Form 990, Special Condition Description:

Special Condition Description

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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. ▶ See separate instructions.

OMB No 1545-0047

2011

Open to Public Inspection

If the organization answered "Yes," to 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," to 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," to Form 990, Part IV, Line 5 (Proxy Tax) or Form 990-EZ, line 35c (Proxy Tax), then

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

Name of the organization	Employer identification number
INTERNATIONAL JUSTICE MISSION	54-1722887

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 on behalf of or in opposition to candidates for public office in Part IV

2 Political expenditures ▶ $

3 Volunteer hours

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 funtion activities ▶ $

3 Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ $

4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

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

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

A Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)

B Check ☐ if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	**(a)** Filing Organization's Totals	**(b)** Affiliated Group Totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)		
b Total lobbying expenditures to influence a legislative body (direct lobbying)		
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures		
e Total exempt purpose expenditures (add lines 1c and 1d)		
f Lobbying nontaxable amount Enter the amount from the following table in both columns		

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

	(a)	(b)
g Grassroots nontaxable amount (enter 25% of line 1f)		
h Subtract line 1g from line 1a If zero or less, enter -0-		
i Subtract line 1f from line 1c If zero or less, enter -0-		

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ **Yes** ☐ **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 instructions for lines 2a through 2f on page 4.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	**(a)** 2008	**(b)** 2009	**(c)** 2010	**(d)** 2011	**(e)** Total
2a Lobbying non-taxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots non-taxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

		(a) Yes	(a) No	(b) Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of			
a	Volunteers?	Yes		
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	Yes		
c	Media advertisements?		No	
d	Mailings to members, legislators, or the public?	Yes		34
e	Publications, or published or broadcast statements?	Yes		269
f	Grants to other organizations for lobbying purposes?		No	
g	Direct contact with legislators, their staffs, government officials, or a legislative body?	Yes		18,531
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?	Yes		8,762
i	Other activities? If "Yes," describe in Part IV		No	
j	Total lines 1c through 1i			27,596
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		No	
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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

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

Part IV Supplemental Information

Complete this part to provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, and Part II-B, line 1i
Also, complete this part for any additional information

Identifier	Return Reference	Explanation
EXPLANATION OF OTHER LOBBYING ACTIVITIES	PART II-B, LINE 1I	IJM STAFF LOBBIED CONGRESSIONAL OFFICES ON CAPITOL HILL TO EDUCATE MEMBERS AND STAFF ON THE ISSUE OF HUMAN TRAFFICKING/SLAVERY AND ASK FOR THEIR SUPPORT ON THE TRAFFICKING VICTIMS PROTECTION REAUTHORIZATION ACT FURTHER, IN JUNE, 2011, IJM MOBILIZED VOLUNTEERS TO MEET WITH THEIR ELECTED POLICY-MAKERS BOTH IN WASHINGTON, D C AND IN THEIR HOME DISTRICTS TO LOBBY FOR THE PASSAGE OF THE TRAFFICKING VICTIMS PROTECTION REAUTHORIZATION ACT WE ALSO ENCOURAGED IJM VOLUNTEERS TO CALL AND EMAIL THEIR SENATORS AND REPRESENTATIVES IN SUPPORT OF THIS ANTI-TRAFFICKING LEGISLATION ADDITIONALLY, IJM SPENT TIME DRAFTING AND LOBBYING FOR AN ANTI-TRAFFICKING BILL FILED FOR MEMBERS OF THE HOUSE OF REPRESENTATIVES IN THE PHILIPPINES THE ACTIVITIES ASSOCIATED WITH THIS INCLUDED MEETING WITH OTHER NGOS TO IDENTIFY THE NEEDS AS WELL AS MEETING WITH AND SENDING LETTERS TO GOVERNMENT OFFICIALS IN REGARDS TO THE PROPOSED BILL FINALLY, THE 2011 LOBBYING ACTIVITIES ALSO INCLUDED ADVOCACY FOR LOCAL ANTI-TRAFFICKING ORDINANCES IN PHILIPPINES THESE ACTIVITIES INCLUDED MEETINGS WITH OTHER NGOS AND LOCAL GOVERNMENT OFFICIALS ABOUT THE NEED FOR AND POSSIBLE CONTENT OF SUCH ORDINANCES

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, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b
▶ Attach to Form 990. ▶ See separate instructions.

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2011
Open to Public Inspection

Name of the organization
INTERNATIONAL JUSTICE MISSION

Employer identification number
54-1722887

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)
- ☐ Protection of natural habitat
- ☐ Preservation of open space
- ☐ Preservation of an historically importantly land area
- ☐ Preservation of a certified historic structure

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

			Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 8/17/06	2d	

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
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? ☑ 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

		Yes	No
(i) unrelated organizations	3a(i)		
(ii) related organizations	3a(ii)		
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b		

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

Part VI Land, Buildings, and Equipment. 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		404,759	223,339	181,420
d Equipment		3,272,549	2,410,582	861,967
e Other		721,393	280,688	440,705
Total. Add lines 1a-1e *(Column (d) should equal Form 990, Part X, column (B), line 10(c).)* ▶				1,484,092

Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
Other		
Total. *(Column (b) should equal Form 990, Part X, col (B) line 12)* ▶		

Part VIII Investments—Program Related. See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total. *(Column (b) should equal Form 990, Part X, col (B) line 13)* ▶		

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
Total. *(Column (b) should equal Form 990, Part X, col.(B) line 15.)* . . . . ▶	

Part X Other Liabilities. See Form 990, Part X, line 25.

1 (a) Description of Liability	(b) Amount
Federal Income Taxes	
DEFERRED RENT	3,146,980
CAPITAL LEASE PAYMENTS	32,787
Total. *(Column (b) should equal Form 990, Part X, col (B) line 25)* ▶	3,179,767

2. Fin 48 (ASC 740) Footnote In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC740)

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)	1	29,268,905
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	26,612,366
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	2,656,539
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 - 8	9	
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	2,656,539

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements			1	30,801,432
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a			
b	Donated services and use of facilities	2b	27,379		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d	1,505,148		
e	Add lines **2a** through **2d**			2e	1,532,527
3	Subtract line **2e** from line **1**			3	29,268,905
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 7b	4a			
b	Other (Describe in Part XIV)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total Revenue Add lines **3** and **4c.** (This should equal Form 990, Part I, line 12)			5	29,268,905

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements			1	28,144,893
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a	27,379		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIV)	2d	1,505,148		
e	Add lines **2a** through **2d**			2e	1,532,527
3	Subtract line **2e** from line **1**			3	26,612,366
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 7b	4a			
b	Other (Describe in Part XIV)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total expenses Add lines **3** and **4c.** (This should equal Form 990, Part I, line 18)			5	26,612,366

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
	PART IV, LINE 2B	CLIENT FUNDS (ESCROW) ACCOUNTS ARE FUNDED BY A SETTLEMENT OR COURT ORDER JUDGMENT AND HELD IN A SEPARATE IJM ACCOUNT (IN THE FIELD OFFICE IN WHICH THEY ARE SERVED) ON BEHALF OF THE VICTIMS UNTIL THEY (THE VICTIMS) SET UP THEIR OWN BANK ACCOUNT OR REQUEST THE FUNDS FOR USE IN PAYMENT OF THEIR OWN RECOVERY RELATED EXPENSES
DESCRIPTION OF UNCERTAIN TAX POSITIONS UNDER FIN 48	PART X	THE ORGANIZATION COMPLIES WITH THE ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES TOPIC, WHICH ADDRESSES THE DETERMINATION OF WHETHER TAX BENEFITS CLAIMED OR EXPECTED TO BE CLAIMED ON A TAX RETURN SHOULD BE RECORDED IN THE FINANCIAL STATEMENTS UNDER THIS POLICY, THE ORGANIZATION MAY RECOGNIZE THE TAX BENEFIT FROM AN UNCERTAIN TAX POSITION ONLY IF IT IS MORE-LIKELY-THAN-NOT THAT THE TAX POSITION WOULD BE SUSTAINED ON EXAMINATION BY TAXING AUTHORITIES, BASED ON THE TECHNICAL MERITS OF THE POSITION MANAGEMENT HAS EVALUATED THE ORGANIZATION'S TAX POSITIONS AND HAS CONCLUDED THAT THE ORGANIZATION HAS TAKEN NO UNCERTAIN TAX POSITIONS THAT REQUIRE ADJUSTMENT TO THE FINANCIAL STATEMENTS TO COMPLY WITH PROVISIONS OF THIS GUIDELINE THE ORGANIZATION WOULD BE LIABLE FOR INCOME TAXES IN THE U S FEDERAL JURISDICTION GENERALLY, THE ORGANIZATION IS NO LONGER SUBJECT TO U S FEDERAL TAX EXAMINATIONS BY TAX AUTHORITIES BEFORE 2008
PART XII, LINE 2D - OTHER ADJUSTMENTS		SPECIAL EVENT EXPENSES ON PART VIII LINE 8B 793,221 RENTAL EXPENSES ON PART VIII LINE 6B 711,927
PART XIII, LINE 2D - OTHER ADJUSTMENTS		SPECIAL EVENT EXPENSES ON PART VIII LINE 8B 793,221 RENTAL EXPENSES ON PART VIII LINE 6B 711,927

SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

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

OMB No 1545-0047

2011

Open to Public Inspection

Name of the organization
INTERNATIONAL JUSTICE MISSION

Employer identification number
54-1722887

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 grantmakers.** Describe in Part V the organization's procedures for monitoring the use of grant funds outside the United States

3 Activites per Region (Use Part V if additional space is needed)

	(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region or independent contractors	(d) Activities conducted in region (by type) (e g , 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 region	(f) Total expenditures for region/investments in region
	See Add'l Data					
3a	Sub-total	5	119			9,443,915
b	Total from continuation sheets to Part I	9	182			14,847,808
c	**Totals** (add lines 3a and 3b)	14	301			24,291,723

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 Part V 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)
		CENTRAL AMERICA AND THE CARIBBEAN	REDUCE THE INCIDENCE OF VIOLENT CRIME IN THE TARGET AREA AND PROVIDE OPPORTUNE AND EFFICIENT SOCIAL, PSYCHOLOGICAL AND PASTORAL SUPPORT TO VICTIMS OF VIOLENT CRIME AND THEIR FAMILIES	85,008	WIRE TRANSFER			
		SOUTH AMERICA	INCREASE ACCESS OF VICTIMS OF SEXUAL AND FAMILY VIOLENCE TO THE CRIMINAL JUSTICE SYSTEM	50,322	WIRE TRANSFER			
		SOUTH AMERICA	INCREASE ACCESS OF VICTIMS OF SEXUAL AND FAMILY VIOLENCE TO THE CRIMINAL JUSTICE SYSTEM	75,000	WIRE TRANSFER			
		EUROPE (INCLUDING ICELAND & GREENLAND)	TO SUPPORT THE CHURCH MOBILIZATION EFFORTS OF A JUSTICE MINDED NGO	47,736	WIRE TRANSFER			
		EUROPE (INCLUDING ICELAND & GREENLAND)	TO SUPPORT THE CHURCH MOBILIZATION EFFORTS OF A JUSTICE MINDED NGO	35,419	WIRE TRANSFER			
		EUROPE (INCLUDING ICELAND & GREENLAND)	TO SUPPORT THE CHURCH MOBILIZATION EFFORTS OF A JUSTICE MINDED NGO	75,000	WIRE TRANSFER			
		NORTH AMERICA	TO SUPPORT THE CHURCH MOBILIZATION EFFORTS OF A JUSTICE MINDED NGO	50,000	WIRE TRANSFER			
		CENTRAL AMERICA AND THE CARIBBEAN	TO SUPPORT THE WORK OF A CHILD ADVOCACY NGO	8,237	WIRE TRANSFER			
		SOUTH ASIA	AFTERCARE FACILITY IMPROVEMENT AND SUPPORT			5,666	PAYMENT TOWARD HEIGHTENED SECURITY, SUPPLIES FOR HOME	COST
		SOUTH ASIA	AFTERCARE FACILITY IMPROVEMENT AND SUPPORT	5,564	WIRE TRANSFER	2,071	MATERIALS FOR LIFE SKILLS CLASSES	COST
		SOUTH ASIA	AFTERCARE FACILITY IMPROVEMENT AND SUPPORT			6,919	MATERIALS FOR LIFE SKILLS CLASSES	COST
		EAST ASIA AND THE PACIFIC	AFTERCARE FACILITY IMPROVEMENT AND SUPPORT			6,222	PAYMENT TOWARD HEIGHTENED SECURITY AT AFTERCARE FACILITY	COST

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 . . . . . ▶ 11

3 Enter total number of other organizations or entities . . . . ▶ 1

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 Part V 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 non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)
TUITION ASSISTANCE, CHARITABLE RESPONSE TO EMERGENCY NEED OF STAFF	CENTRAL AMERICA AND THE CARIBBEAN	8	597	CASH PAYMENT TO RECIPIENT	1,405		COST
TUITION ASSISTANCE, CHARITABLE RESPONSE TO EMERGENCY NEED OF STAFF	EAST ASIA AND THE PACIFIC	5	4,666	CASH PAYMENT TO RECIPIENT	2,004		COST
TUITION ASSISTANCE, CHARITABLE RESPONSE TO EMERGENCY NEED OF STAFF	SOUTH ASIA	2	1,306	CASH PAYMENT TO RECIPIENT	4,686		COST
TUITION ASSISTANCE, CHARITABLE RESPONSE TO EMERGENCY NEED OF STAFF	SUB-SAHARAN AFRICA	17	5,248	CASH PAYMENT TO RECIPIENT	3,239		COST

Part IV Foreign Forms

		Yes	No
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 (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 file Form 3520 and/or Form 3520-A. (see instructions for Forms 3520 and 3520-A)*	☐ 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, 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 file Form 5713, International Boycott Report (see instructions for Form 5713).*	☐ Yes	☑ No

Part V Supplemental Information

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

Identifier	ReturnReference	Explanation
PROCEDURE FOR MONITORING GRANTS OUTSIDE THE U S		SCHEDULE F, PART I, LINE 2 FOR CASH GRANTS THAT ARE GIVEN BY THE ORGANIZATION, IJM REQUIRES, AT A MINIMUM, QUARTERLY BUDGET TO ACTUAL REPORTS FOR THE PROJECT THAT HAS BEEN FUNDED BY THE GRANT FOR SOME PROJECT GRANTS, THE REPORTING REQUIREMENT IS MONTHLY FURTHER, IJM REQUIRES A COPY OF THE AUDITED FINANCIAL STATEMENTS OF THE GRANTEE ORGANIZATION, WHEN AVAILABLE IJM ALSO RESERVES THE RIGHT TO EXAMINE PERTINENT BOOKS, DOCUMENTS AND RECORDS RELATED TO THE FUNDS PROVIDED
		SCHEDULE F, PART I, LINE 3 IJM ACTIVITIES INTERNATIONAL JUSTICE MISSION EXISTS TO PROTECT PEOPLE FROM VIOLENT FORCES OF INJUSTICE AND TO ENSURE THAT PUBLIC JUSTICE SYSTEMS EFFECTIVELY AND SUSTAINABLY PROTECT THE POOR IN PURSUIT OF THIS MISSION, IJM CONDUCTS INDIVIDUAL CASEWORK ON BEHALF OF IMPOVERISHED VICTIMS OF VIOLENT ABUSE IN CENTRAL AMERICA, SOUTH AMERICA, EAST ASIA, SOUTH ASIA AND SUB-SAHARAN AFRICA THIS CASEWORK BOTH ENSURES RELIEF FOR INDIVIDUAL VICTIMS OF ABUSE AND INFORMS IJM'S STRATEGIES FOR PURSUING TRANSFORMATIONAL CHANGE OF PUBLIC JUSTICE SYSTEMS EACH IJM FIELD OFFICE ADDRESSES SPECIFIC FORMS OF OPPRESSION THAT IMPACT THE POOR IN THE GEOGRAPHIC REGION IN THE MAJORITY OF IJM'S FIELD OFFICES IN AFRICA, IJM INVESTIGATORS, ATTORNEYS AND AFTERCARE STAFF WORK ON BEHALF OF VICTIMS OF ILLEGAL, PREDATORY LAND SEIZURES (PRIMARILY WIDOWS AND ORPHANS) AND CHILD VICTIMS OF SEXUAL VIOLENCE ONE AFRICA FIELD OFFICE (NAIROBI, KENYA) ALSO SPECIALIZES IN CASEWORK ON BEHALF OF VICTIMS OF POLICE ABUSE/ILLEGAL DETENTION IN SOUTH ASIA, IJM COMBATS TWO FORMS OF MODERN-DAY SLAVERY SEX TRAFFICKING AND FORCED LABOR IN SOUTHEAST ASIA, IJM'S PRIMARY CASEWORK FOCUS IS SEX TRAFFICKING AND OTHER FORMS OF SEXUAL VIOLENCE IJM TEAMS BRING RESCUE TO VICTIMS OF THESE CRIMES, PARTNER WITH EXCELLENT AFTERCARE FACILITIES TO ENSURE CLIENTS ARE SUPPORTED AS THEY HEAL, AND HAVE ACHIEVED SIGNIFICANT SUCCESS IN SECURING PERPETRATOR CONVICTIONS ONE FIELD OFFICE IN SOUTHEAST ASIA (CHIANG MAI, THAILAND) CONDUCTS CASEWORK TO ENSURE THAT MEMBERS OF HILL TRIBE ETHNIC MINORITY GROUPS CAN ACCESS THE CITIZENSHIP AND ATTENDANT BENEFITS TO WHICH THEY ARE ENTITLED THE GOAL OF THIS CITIZENSHIP CASEWORK IS TO DECREASE VULNERABILITY TO SEX TRAFFICKING AND OTHER FORMS OF VIOLENT OPPRESSION IN SOUTH AND CENTRAL AMERICA, IJM COMBATS SEXUAL VIOLENCE - A PERVASIVE CATEGORY OF CRIME THAT OVERWHELMINGLY VICTIMIZES IMPOVERISHED CHILDREN AND WOMEN IJM'S INVESTIGATIVE AND LEGAL TEAMS PARTNER TO ENSURE THAT PERPETRATORS ARE ARRESTED, CHARGED AND CONVICTED FOR THESE VIOLENT ACTS, IJM SOCIAL WORKERS PROVIDE LONG-TERM SUPPORT TO VICTIMS OF THE CRIME IJM USES ITS UNIQUE KNOWLEDGE OF SYSTEMIC GAPS, WEAKNESSES AND DEFICIENCIES GAINED THROUGH INDIVIDUAL CASEWORK TO PURSUE STRUCTURAL TRANSFORMATION THAT ENSURES THE POOR ARE EFFECTIVELY AND SUSTAINABLY SERVED BY THE PUBLIC JUSTICE SYSTEMS UPON WHICH THEY MUST RELY FOR PROTECTION EXPENSE ALLOCATION WHEN POSSIBLE, IJM RECORDS EXPENSES DIRECTLY TO THE FIELD OFFICES TO WHICH THEY RELATE, FOR PROGRAM EXPENSES NOT DIRECTLY ALLOCATED TO A SPECIFIC REGION, IJM ALLOCATES EXPENSES BASED ON THE PERCENTAGE OF OFFICES LOCATED IN THAT REGION OVER THE TOTAL NUMBER OF OFFICES ADDITIONALLY, IJM ALLOCATES BANK FEES AND TRANSFER FEES AS THEY RELATE TO MAINTAINING BANK ACCOUNTS FOR EACH OFFICE AS WELL AS TRANSFER FEES ASSOCIATED WITH THE MOVEMENT OF FUNDS TO FIELD OFFICES THE ALLOCATION USED FOR BANK FEES IS ALSO WEIGHTED BASED ON THE NUMBER OF FIELD OFFICES IN EACH REGION FINALLY, IJM ALLOCATES FUNDRAISING EXPENSES TO EACH REGION BASED ON THE BUDGET FOR THAT REGION AS A PERCENTAGE OF THE TOTAL IJM BUDGET

Additional Data

Software ID:
Software Version:
EIN: 54-1722887
Name: INTERNATIONAL JUSTICE MISSION

Form 990 Schedule F Part I - Activities Outside The United States

(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
CENTRAL AMERICA AND THE CARIBBEAN	1	26	PROGRAM SERVICES	SEXUAL VIOLENCE INVESTIGATION, VICTIM SERVICES (LEGAL, PSYCHOSOCIAL), CAPACITY BUILDING, EDUCATION	1,602,493
CENTRAL AMERICA AND THE CARIBBEAN	0	0	GRANT MAKING		95,247
CENTRAL AMERICA AND THE CARIBBEAN	0	0	FUNDRAISING		319,845
EAST ASIA AND THE PACIFIC	4	90	PROGRAM SERVICES	LEGAL STATUS DOCUMENTATION, SEXUAL VIOLENCE/TRAFFICKING INVESTIAGTION, VICTIM SERVICES (LEGAL, PSYCHOSOCIAL), CAPACITY BUILDING, EDUCATION	6,377,550
EAST ASIA AND THE PACIFIC	0	0	GRANT MAKING		12,892
EAST ASIA AND THE PACIFIC	0	0	FUNDRAISING		844,539
EUROPE (INCLUDING ICELAND & GREENLAND)	0	3	PROGRAM SERVICES	EDUCATION	33,194
EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	GRANT MAKING		158,155
NORTH AMERICA	0	1	PROGRAM SERVICES	EDUCATION	4,457
NORTH AMERICA	0	0	GRANT MAKING		50,000
SOUTH ASIA	4	109	PROGRAM SERVICES	SEXUAL VIOLENCE/ TRAFFICKING/ FORCED LABOR INVESTIGATION, VICTIM SERVICES (LEGAL, PSYCHOSOCIAL) CAPACITY BUILDING, EDUCATION	6,463,706
SOUTH ASIA	0	0	GRANT MAKING		26,212
SOUTH ASIA	0	0	FUNDRAISING		824,877
SUB-SAHARAN AFRICA	4	60	PROGRAM SERVICES	LAND RIGHTS/POLICE BRUTALITY/SEXUAL VIOLENCE INVESTIGATION, VICTIM SERVICES (LEGAL, PSYCHOSOCIAL), CAPACITY BUILDING, EDUCATION	5,546,663
SUB-SAHARAN AFRICA	0	0	GRANT MAKING		8,487
SUB-SAHARAN AFRICA	0	0	FUNDRAISING		618,759
SOUTH AMERICA	1	12	PROGRAM SERVICES	SEXUAL VIOLENCE/TRAFFICKING INVESTIGATION, VICTIM SERVICES (LEGAL, PSYCHOSOCIAL), CAPACITY BUILDING, EDUCATION	1,087,538
SOUTH AMERICA	0	0	GRANT MAKING		125,322
SOUTH AMERICA	0	0	FUNDRAISING		91,787

SCHEDULE G (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than $15,000 on Form 990-EZ, line 6a.
Attach to Form 990 or Form 990-EZ. See separate instructions.

OMB No 1545-0047

2011

Open to Public Inspection

Name of the organization
INTERNATIONAL JUSTICE MISSION

Employer identification number
54-1722887

Part I Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17.

1 Indicate whether the organization raised funds through any of the following activities Check all that apply

- **a** ☑ Mail solicitations
- **b** ☑ Internet and e-mail solicitations
- **c** ☐ Phone solicitations
- **d** ☑ In-person solicitations
- **e** ☑ Solicitation of non-government grants
- **f** ☑ Solicitation of government grants
- **g** ☑ Special fundraising events

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☑ **Yes** ☐ **No**

b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization Form 990-EZ filers are not required to complete this table

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions? Yes	No	(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
DOUGLAS SHAW & ASSOCIATES 1717 PARK ST 300 NAPERVILLE, IL 60563	DIRECT MAIL FUNDRAISING		No	59,925	400,511	-340,586
Total				59,925	400,511	-340,586

3 List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing

AK, AR, AZ, CO, CT, DC, FL, GA, HI, IL, MD, MN, MS, NH, NC, ND, NJ, PA, SC, TN, UT, VA, WV, WI

Part II **Fundraising Events.** Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than $15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than $5,000.

		(a) Event #1 SAN FRANCISCO DINNER (event type)	(b) Event #2 WASHINGTON DC BENEFIT (event type)	(c) Other Events 5 (total number)	(d) Total Events (Add col (a) through col (c))
Revenue	1 Gross receipts	425,773	425,165	644,709	1,495,647
	2 Less Charitable contributions	367,748	358,915	482,224	1,208,887
	3 Gross income (line 1 minus line 2)	58,025	66,250	162,485	286,760
Direct Expenses	4 Cash prizes				
	5 Non-cash prizes		18,929		18,929
	6 Rent/facility costs	106,367	132,576	207,610	446,553
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses	58,223	28,956	240,560	327,739
	10 Direct expense summary Add lines 4 through 9 in column (d) ▶				(793,221)
	11 Net income summary Combine lines 3 and 10 in column (d). ▶				-506,461

Part III **Gaming.** Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than $15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (Add col (a) through col (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Non-cash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes ______ ☐ No	☐ Yes ______ ☐ No	☐ Yes ______ ☐ No	
	7 Direct expense summary Add lines 2 through 5 in column (d) ▶				( )
	8 Net gaming income summary Combine lines 1 and 7 in column (d) ▶				

9 Enter the state(s) in which the organization operates gaming activities ______

a Is the organization licensed to operate gaming activities in each of these states? ☐ Yes ☐ No

b If "No," Explain ______

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," Explain ______

11 Does the organization operate gaming activities with nonmembers? . . . . Yes No

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? . . . . Yes No

13 Indicate the percentage of gaming activity operated in

a The organization's facility	13a	
b An outside facility	13b	

14 Provide the name and address of the person who prepares the organization's gaming/special events books and records

Name ▶

Address ▶

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? . . . . Yes No

b If "Yes," enter the amount of gaming revenue received by the organization ▶ $ ____________ and the amount of gaming revenue retained by the third party ▶ $ ____________

c If "Yes," enter name and address

Name ▶

Address ▶

16 Gaming manager information

Name ▶

Gaming manager compensation ▶ $

Description of services provided ▶

Director/officer Employee Independent contractor

17 Mandatory distributions

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? . . . . Yes No

b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ $

Part IV Complete this part to provide additional information for responses to quuestion on Schedule G (see instructions.)

Identifier	ReturnReference	Explanation
EXPLANATION OF FUNDRAISING PAYMENTS	SCHEDULE G, PART I, LINE 2B, COLUMN (V)	THE SUPPORT PROVIDED BY DOUGLAS SHAW PROVIDED IJM WITH INSIGHTS THAT WILL IMPACT THE LONG TERM STRATEGY FOR LIST ACQUISITION AND APPEALS THE REVENUE LISTED IN THE 990 IS THE INITIAL REVENUE FROM TESTING THAT IJM CONDUCTED WITH DOUGLAS SHAW - PRIMARILY AT THE END OF THE YEAR IT DOES NOT INCLUDE THE LONG TERM REVENUE THAT IJM WILL RECEIVE FROM THE ACQUISITION OF NEW CONSTITUENTS AND DONORS GENERATED BY THE TESTING AND IT DOES NOT REPRESENT THE FULL REVENUE IMPACT FROM THE LESSONS LEARNED AS A RESULT OF THE TESTING, SUCH AS INSIGHTS AS TO WHICH LISTS ARE BEST FOR FUTURE IJM MAILINGS
	SCHEDULE G, PART I, LINE 3	STATES WHERE IJM IS REGISTERED OR LICENSED TO SOLICIT FUNDS AK, AZ, CO, FL, GA, HI, MN, MS, NH, NC, ND, PA, SC, TN, VA, WV, WI STATES WHERE IJM HAS BEEN NOTIFIED IT IS EXEMPT FROM REGISTRATION OR LICENSING AR, CT, IL, MD, NJ, UT, DC OTHER STATES WHERE IJM IS EXEMPT FROM REGISTRATION REQUIREMENTS DO NOT REQUIRE NOTIFICATION OF SUCH EXEMPTION

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Schedule J (Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ Complete if the organization answered "Yes" to Form 990, Part IV, question 23.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2011

Open to Public Inspection

Name of the organization
INTERNATIONAL JUSTICE MISSION

Employer identification number
54-1722887

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate 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 orprovision 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**		No
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? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III	**4c**		No
	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? If "Yes," to line 5a or 5b, describe in Part III	**5b**		No
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? If "Yes," to line 6a or 6b, describe in Part III	**6b**		No
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 accured 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**		

Part II **Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use Schedule J-1 if additional space needed.

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) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, columns (D) and (E) for that individual

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) MR GARY HAUGEN	(i)	243,167	0	762	14,634	18,300	276,863	0
	(ii)	0	0	0	0	0	0	0
(2) MR GARY VEURINK	(i)	168,261	0	2,690	10,098	817	181,866	0
	(ii)	0	0	0	0	0	0	0
(3) MR JESSE RUDY	(i)	88,335	0	89,054	5,728	11,609	194,726	0
	(ii)	0	0	0	0	0	0	0
(4) MR SAJU MATHEW	(i)	105,133	0	43,311	6,798	12,018	167,260	0
	(ii)	0	0	0	0	0	0	0
(5) MR SEAN LITTON	(i)	143,833	0	480	8,664	6,250	159,227	0
	(ii)	0	0	0	0	0	0	0

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
	PART I, LINE 1A	INTERNATIONAL JUSTICE MISSION PROVIDES COMPANION TRAVEL FOR EXPATRIATES AS PART OF THE ORGANIZATION'S STAFF CARE PLAN THERE ARE TWO SPECIFIC INSTANCES WHERE COMPANION TRAVEL IS ALLOWED THESE ARE ANNUAL REQUIRED FURLOUGH TRAVEL AND REQUIRED ATTENDANCE AT AN ANNUAL EVENT HELD BY THE ORGANIZATION ALL TRAVEL IS SUBJECT TO THE PROCUREMENT POLICY OF THE ORGANIZATION ALL COMPANION TRAVEL IS TREATED AS TAXABLE INCOME TO THE EMPLOYEE THE ORGANIZATION HAS A TAX EQUALIZATION PROGRAM FOR ITS EXPATRIATE STAFF THIS PROGRAM EQUALIZES THE TAX LIABILITY OF THE STAFF IN ORDER TO SIMULATE A TAX LIABILITY EQUAL TO WHAT THEY WOULD PAY IF THEY WERE EARNING THEIR INCOME AT OUR HEAD QUARTERS OFFICE IN WASHINGTON, DC ANY TAXES PAID ON BEHALF OF AN EMPLOYEE PARTICIPATING IN THE TAX EQUALIZATION PROGRAM ARE TREATED AS TAXABLE INCOME TO THAT EMPLOYEE
SUPPLEMENTAL INFORMATION	PART III	SAJU MATHEW'S "OTHER COMPENSATION" AS INDICATED IN COLUMN (III) - IS DUE TO HIS PARTICIPATION IN OUR TAX EQUALIZATION PROGRAM FOR FOREIGN TAXES AND REQUIRED ANNUAL FURLOUGH COSTS THESE ARE BENEFITS THAT ARE ENJOYED BY OUR EXPATRIATE STAFF
SUPPLEMENTAL INFORMATION	PART III	JESSE RUDY'S "OTHER COMPENSATION" AS INDICATED IN COLUMN (III) - IS DUE TO HIS PARTICIPATION IN OUR TAX EQUALIZATION PROGRAM FOR FOREIGN TAXES AND REQUIRED ANNUAL FURLOUGH COSTS THESE ARE BENEFITS THAT ARE ENJOYED BY OUR EXPATRIATE STAFF

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Schedule L (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Transactions with Interested Persons

▶ Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V lines 38a or 40b.
▶ Attach to Form 990 or Form 990-EZ. ▶See separate instructions.

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Open to Public Inspection

Name of the organization
INTERNATIONAL JUSTICE MISSION

Employer identification number
54-1722887

Part I Excess Benefit Transactions (section 501(c)(3) and section 501 (c)(4) organizations only).

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b

1 (a) Name of disqualified person	(b) Description of transaction	(c) Corrected? Yes	No

2 Enter the amount of tax imposed on the organization managers or disqualified persons during the year under section 4958 . . . . ▶ $

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization . . . . ▶ $

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a

(a) Name of interested person and purpose	(b) Loan to or from the organization? To	From	(c) Original principal amount	(d) Balance due	(e) In default? Yes	No	(f) Approved by board or committee? Yes	No	(g) Written agreement? Yes	No
(1) JESSE RUDY SECURITY DEPOSIT FOR FOREIGN ASSIGNMENT		X	28,750	16,225		No	Yes		Yes	
Total . . . . ▶ $				16,225						

Part III Grants or Assistance Benefitting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of grant or type of assistance

Part IV **Business Transactions Involving Interested Persons.**
Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No

Part V **Supplemental Information**

Complete this part to provide additional information for responses to questions on Schedule L (see instructions)

Identifier	Return Reference	Explanation
SCHEDULE L, PART II		IN THE COUNTRIES WHERE IJM WORKS, HOUSING LEASES SOMETIMES REQUIRE A FULL YEAR'S RENT PAID IN ADVANCE OR A SECURITY DEPOSIT EQUIVALENT TO 12 MONTHS THIS IS AN EXTREME CIRCUMSTANCE WHICH IS UNDULY BURDENSOME TO AN EMPLOYEE THAT IS BEING RELOCATED TO WORK IN A FOREIGN COUNTRY THEREFORE, IJM HAS A POLICY THAT THE ORGANIZATION CAN PROVIDE AN ADVANCE TO THE EMPLOYEE FOR THE AMOUNT OF THIS EXTRAORDINARY COST THAT EXCEEDS TWO MONTH'S RENT THE EMPLOYEE THEN PAYS IJM BACK MONTHLY AS RENTAL PAYMENTS BECOME DUE OR THE SECURITY DEPOSIT WITHIN 45 DAYS OF TERMINATION OF THE RENTAL AGREEMENT EACH EXPATRIATE WHO REQUESTS THIS ASSISTANCE SIGNS AN AGREEMENT STATING THAT THEY ARE RESPONSIBLE TO PAY BACK THESE FUNDS, EVEN IF THE LANDLORD DOES NOT REFUND THE DEPOSIT UPON THE TERMINATION OF THE LEASE

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SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

NonCash Contributions

▶Complete if the organization answered "Yes" on Form 990, Part IV, lines 29 or 30.
▶ Attach to Form 990.

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Part I Types of Property

	(a) Check if applicable	(b) Number of Contributions or items contributed	(c) Contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications	X	[redacted]	3,350	RETAIL PRICE
5 Clothing and household goods	X	[redacted]	448	VALUE REPORTED BY DONOR
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	40	717,932	HISTORICAL PRICE DATA
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	X	13	7,765	VALUE REPORTED BY DONOR
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (AUCTION ITEMS)	X	43	18,929	DONATED FOR AUCTION
26 Other ▶ (IT EQUIPMENT)	X	2	106,678	VALUE RPTD BY DONOR
27 Other ▶ (OTHER)	X	3	3,557	VALUE RPTD BY DONOR
28 Other ▶ ( )				

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

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

Part II

Supplemental Information. Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.

Identifier	Return Reference	Explanation

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

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Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 11	FIRST, INFORMATION IS GATHERED BY THE ORGANIZATION SECOND, THE DIRECTOR OF ACCOUNTING REVIEWS AND COMPILES ALL OF THE INFORMATION AND THEN SUBMITS THE INFORMATION TO TAX PREPARERS (AT MCGLADREY & PULLEN) THE VP OF FINANCE REVIEWS THE DRAFT OF THE FORM 990 THAT HAS BEEN PREPARED BY MCGLADREY & PULLEN, AND SUGGESTS CORRECTIONS/MODIFICATIONS AS NEEDED AFTER THE FINAL DRAFT OF THE FORM 990 IS PREPARED, THE COO OF THE ORGANIZATION AND THE CHAIR OF THE FINANCE AND AUDIT COMMITTEE OF THE BOARD REVIEW IT IN TURN, AFTER WHICH POINT, THE BOARD OF DIRECTORS IS NOTIFIED THAT THE FINAL 990 IS AVAILABLE ON OUR INTRANET FOR THEIR REVIEW FINALLY, MCGLADREY & PULLEN PREPARES AND REMITS THE FINAL 990 TO THE IRS

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 12C	THE CONFLICT OF INTEREST POLICY IS DETAILED AS AN APPENDIX TO THE IJM EMPLOYEE MANUAL AND SPECIFICALLY PROVIDES GUIDANCE ON TO WHOM TO COMMUNICATE CONFLICTS THAT ARISE EACH STAFF MEMBER IS REQUIRED TO SIGN AN ACKNOWLEDGEMENT FORM UPON RECEIPT AND REVIEW OF THE IJM EMPLOYEE MANUAL ADDITIONALLY, ALL STAFF WHO ARE AUTHORIZED TO APPROVE EXPENSES ARE SENT THE CONFLICT OF INTEREST POLICY VIA E-MAIL AND REQUIRED, ON AN ANNUAL BASIS, TO AFFIRM THAT THEY DID NOT ENGAGE IN OR KNOW ABOUT ANY CONFLICTS OF INTEREST IJM REQUIRES BOARD MEMBERS TO COMPLY WITH THIS SAME POLICY AND INDIVIDUAL BOARD MEMBERS ALSO ANNUALLY AFFIRM ADHERENCE TO THE POLICY

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 15	EXECUTIVE COMPENSATION THE BOARD OF DIRECTORS (THE "BOARD") HAS THE RESPONSIBILITY FOR OVERSEEING IJM'S EXECUTIVE COMPENSATION PROGRAM THE BOARD RECOGNIZES THAT IN ORDER FOR IJM TO ACHIEVE ITS AMBITIOUS STRATEGIC GOALS, IJM MUST BE ABLE TO ATTRACT, RETAIN AND REWARD QUALIFIED EXECUTIVES WHO WILL BE ABLE TO OPERATE EFFECTIVELY IN A CHALLENGING, COMPLEX ENVIRONMENT CHIEF EXECUTIVE OFFICER THE BOARD INDEPENDENTLY DETERMINES THE SALARY AND BENEFITS FOR THE CHIEF EXECUTIVE OFFICER THE VICE PRESIDENT OF HUMAN RESOURCES PROVIDES THE BOARD WITH COMPETITIVE MARKET SALARY DATA OBTAINED FROM EXTERNAL COMPENSATION SURVEYS BASED ON THE INFORMATION PRESENTED, THE BOARD DISCUSSES THE CHIEF EXECUTIVE OFFICER'S PERFORMANCE, THE OVERALL PERFORMANCE OF IJM, AND THE COMPETITIVE MARKET THE BOARD INDEPENDENTLY MAKES COMPENSATION DECISIONS IN AN EXECUTIVE SESSION, WITHOUT THE CHIEF EXECUTIVE OFFICER PRESENT SENIOR EXECUTIVES (VICE PRESIDENT LEVEL AND ABOVE) THE BOARD HAS DELEGATED TO THE CHIEF EXECUTIVE OFFICER THE AUTHORITY TO DETERMINE THE SALARY AND BENEFITS FOR ALL SUBORDINATE EXECUTIVES AND EMPLOYEES THE CHIEF EXECUTIVE OFFICER HAS IN TURN DELEGATED TO THE EXECUTIVE VICE PRESIDENT AND CHIEF OPERATING OFFICER THE AUTHORITY TO DETERMINE THE SALARY AND BENEFITS FOR ALL SUBORDINATE EXECUTIVES AND EMPLOYEES THE CHIEF EXECUTIVE OFFICER DETERMINES THE SALARY AND BENEFITS FOR THE EXECUTIVE VICE PRESIDENT AND CHIEF OPERATING OFFICER IN CONSULTATION WITH THE VICE PRESIDENT OF HUMAN RESOURCES THE VICE PRESIDENT OF HUMAN RESOURCES PROVIDES COMPETITIVE MARKET SALARY DATA OBTAINED FROM EXTERNAL COMPENSATION SURVEYS, AND MAKES RECOMMENDATIONS BASED ON INPUT OBTAINED FROM EACH SENIOR EXECUTIVE'S DIRECT MANAGER

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION C, LINE 19	UPON REQUEST

Identifier	Return Reference	Explanation
	FORM 990, PART XII, LINE 2C	THE PROCESS FOR OVERSEEING THE AUDIT OF THE FINANCIAL STATEMENTS AND SELECTION OF AN INDEPENDENT ACCOUNTANT THAT AUDITED THE FINANCIAL STATEMENTS HAS BEEN CONSISTENT WITH PRIOR YEARS

Identifier	Return Reference	Explanation
NUMBER OF EMPLOYEES	FORM 990, PART I, LINE 5 AND PART V, LINE 2A	AS OF 12/31/2011 IJM EMPLOYED A TOTAL OF 422 EMPLOYEES OF THESE, 126 WERE EMPLOYED AT HQ IN WASHINGTON, DC, 14 WERE U S EXPATRIATES, 3 WERE THIRD COUNTRY NATIONALS, AND 279 WERE LOCAL NATIONAL STAFF IN OUR FIELD OFFICES THIRD COUNTRY NATIONALS ARE CITIZENS OF NEITHER THE U S NOR THE COUNTRY IN WHICH THEY ARE WORKING, AND LOCAL NATIONAL STAFF MEMBERS LIVE IN, WORK IN AND ARE CITIZENS OF THE COUNTRY IN WHICH OUR OFFICE IS LOCATED THESE TWO TYPES OF EMPLOYEES ARE NOT SUBJECT TO U S INCOME TAXES AND THEREFORE ARE NOT REPORTED ON IRS FORM W-3 THE NUMBER IN PART I LINE 5 (173) RELATES TO THE NUMBER OF EMPLOYEES FOR WHOM IJM SUBMITTED W-2 FORMS TO THE IRS AND THEREFORE INCLUDES U S STAFF WHO EARNED ANY INCOME FROM IJM THROUGHOUT THE YEAR, NOT JUST THE NUMBER OF STAFF AT YEAR END