Return of Organization Exempt From Income Tax

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

OMB No. 1545-0047 J **Open to Public**

Department of the Treasury Internal Revenue Service

Т

	Go to www.irs.gov/Form990 for instructions and the latest information.				Inspection
A For the 2023 calendar year, or tax year beginning JUL 1, 2023			ar year, or tax year beginning $JUL \ 1$, $\ 2023$ and ending	<u>JUN 30, 2024</u>	
	Check if applicabl	C Name o	forganization	D Employer identificat	ion number
	Addre		ERS CONCERNED FOR LAWYERS		
	chang Name		usiness as	41-1289825	
	chang Initial	J	and street (or P.O. box if mail is not delivered to street address) Room/su		
	return Final	2550	UNIVERSITY AVE W STE 313N		5590
	lreturn, termin ated		own, state or province, country, and ZIP or foreign postal code	G Gross receipts \$	797,314.
	Amen	ded CATN	T PAUL, MN 55114	H(a) Is this a group retur	
			nd address of principal officer: JOAN BIBELHAUSEN	for subordinates?	
	pendir		AS C ABOVE	H(b) Are all subordinates includ	
1	Tax-ex	empt status:		527 If "No," attach a list	
J	Websi	te: WWW.	MNLCL.ORG	H(c) Group exemption n	umber
ĸ	Form of	f organization:	X Corporation Trust Association Other L Y	ear of formation: 1976 M S	tate of legal domicile: MN
Pa	art I	Summary			
-	1	Briefly describ	be the organization's mission or most significant activities: ${ m \underline{LCL}} { m PROV}$	IDES FREE AND	
uce D		CONFIDE	NTIAL SUPPORT AND EDUCATION TO MINNESO	TA LEGAL PROFES	SIONALS
Governance	2	Check this bo	x if the organization discontinued its operations or disposed of m	ore than 25% of its net assets	
ove	3		ting members of the governing body (Part VI, line 1a)		23
			lependent voting members of the governing body (Part VI, line 1b)		23
es	5		of individuals employed in calendar year 2023 (Part V, line 2a)		5
Activities &	6		of volunteers (estimate if necessary)		300
Act	7 a		d business revenue from Part VIII, column (C), line 12		0.
	b	Net unrelated	business taxable income from Form 990-T, Part I, line 11		0.
		o		Prior Year 754,495.	Current Year 783,401.
ne	8		and grants (Part VIII, line 1h)	8,930.	2,702.
Revenue	9	•	ce revenue (Part VIII, line 2g)	1,996.	2,683.
Be	10 11		come (Part VIII, column (A), lines 3, 4, and 7d) e (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-23,030.	-27,532.
			- add lines 8 through 11 (must equal Part VIII, column (A), line 12)	742,391.	761,254.
			nilar amounts paid (Part IX, column (A), lines 1-3)	2,914.	1,784.
			to or for members (Part IX, column (A), line 4)	0.	0.
	40		r compensation, employee benefits (Part IX, column (A), lines 5-10)	452,459.	514,470.
Expenses	16a		undraising fees (Part IX, column (A), line 11e)	0.	0.
per	. b		ing expenses (Part IX, column (D), line 25) 19,475.		
ш	17	Other expense	es (Part IX, column (A), lines 11a-11d, 11f-24e)	217,710.	235,916.
			s. Add lines 13-17 (must equal Part IX, column (A), line 25)	673,083.	752,170.
		Revenue less	expenses. Subtract line 18 from line 12	69,308.	9,084.
OC	9			Beginning of Current Year	End of Year
Assets or	20	Total assets (F	Part X, line 16)	722,342.	712,637.
it As			(Part X, line 26)	123,719.	104,930.
Plet,			fund balances. Subtract line 21 from line 20	598,623.	607,707.
	art II	Signature			
			I declare that I have examined this return, including accompanying schedules and stat		owledge and belief, it is
true	, correc	ct, and complete	. Declaration of preparer (other than officer) is based on all information of which prepa	irer has any knowledge.	

Sign	Signature of off	ficer			Date				
-	JOAN BII	BELHAUSEN, EXECUTI	VE DIRECTOR						
	Type or print na	ame and title							
	Print/Type prep	arer's name	Preparer's signature	Date	Check PTIN				
Paid	MICHAEL	HINSCH	MICHAEL HINSCH	01/14	/25 self-employed P01875343				
Preparer	Firm's name	CLIFTONLARSONALLE	N LLP		Firm's EIN 41-0746749				
Use Only	Firm's address	220 S 6TH STREET,	SUITE 300						
	MINNEAPOLIS, MN 55402 Phone no.612-376-4500								
May the IF	May the IRS discuss this return with the preparer shown above? See instructions								
LHA For	LHA For Paperwork Reduction Act Notice, see the separate instructions. 332001 12-21-23 Form 990 (2023)								

		ige -
Par	rt III Statement of Program Service Accomplishments	
	Check if Schedule O contains a response or note to any line in this Part III	X
1	Briefly describe the organization's mission:	
	TO REACH OUT AND CONFIDENTIALLY SERVE MEMBERS OF THE MINNESOTA LEGAL	
	COMMUNITY EXPERIENCING CONDITIONS THAT IMPACT THE QUALITY OF THEIR	
	PERSONAL AND PROFESSIONAL LIVES, AND TO SUPPORT THEIR RECOVERY,	
	IMPROVE THEIR LIVES, AND FURTHER THE DELIVERY OF JUSTICE.	
2	Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?	1
~	If "Yes," describe these new services on Schedule O. Did the organization cease conducting, or make significant changes in how it conducts, any program services?	1
3	5 5 5 5 5 1	
	If "Yes," describe these changes on Schedule O.	
4	Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.	
	Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and	
40	revenue, if any, for each program service reported. (Code:) (Expenses \$ 598,423. including grants of \$ 1,784.) (Revenue \$ 2,702	5
4a	(Code:) (Expenses \$598,423. including grants of \$1,784. (Revenue \$2,702 LAWYERS CONCERNED FOR LAWYERS SERVES AS MINNESOTA'S LAWYERS ASSISTANCE	• •
	PROGRAM. LCL OFFERS FREE, CONFIDENTIAL HELP TO LAWYERS, JUDGES, LAW	
	STUDENTS, OTHER LEGAL PROFESSIONALS, AND THEIR IMMEDIATE FAMILY MEMBERS	
	AFFECTED BY CHEMICAL MISUSE OR OTHER ADDICTIONS; DEPRESSION, ANXIETY,	
	AND OTHER MENTAL HEALTH ISSUES; STRESS AND RELATED CONCERNS. LCL	
	PROVIDES PROFESSIONAL AND PEER ASSISTANCE INCLUDING UP TO FOUR FREE	
	COUNSELING SESSIONS AND REFERRALS TO OTHER PROFESSIONAL SERVICES AS	
	WELL AS PEER SUPPORT.	
	LCL SERVED OVER 400 NEW CLIENTS IN THE 2023-24 FISCAL YEAR. LCL MADE	
	OVER 250 REFERRALS FOR PROFESSIONAL SERVICES AND OVER 500 DIRECT	
	COUNSELING HOURS WERE PROVIDED. VOLUNTEERS REPORTED NEARLY 1,300 HOURS	
	OF SERVICE INCLUDING NEARLY 750 HOURS DIRECTLY ASSISTING CLIENTS.	
4b	(Code:) (Expenses \$ including grants of \$) (Revenue \$	
4c	(Code:) (Expenses \$ including grants of \$) (Revenue \$)	
		—
		—
4d	Other program services (Describe on Schedule O.)	
	(Expenses \$ including grants of \$) (Revenue \$)	
	(Expenses \$ including grants of \$) (Revenue \$) Total program service expenses 598,423.	
	(Expenses \$ including grants of \$) (Revenue \$)	202

Form 990 (2			CONCERNED	FOR	LAWYERS
Part IV					

1 It is the organization reaction S01(S0) or 492/R(Y) (righter than a private foundation? 1 X 2 X It is the organization require foundation arrange in order or index potentiation array arrange in order order or index potentiation array arrange in a module or index potentiation are order or index potentiation in the order order or index potentiation are order or index potentiation index or index potentiation index order ord				Yes	No
2 Is the organization engine in direct or index to pill calcampaign activities on behalf of or in opposition to candidates for public official 'II 'Yes,' complete Schedule C, Part I 3 X 4 Section 501(b)(3) organizations. Do the organization engage in loobying activities, or have a section 501(b) election in effect or index of the organization engage in loobying activities, or have a section 501(b) election in effect or index of the organization assessments. Provide Schedule C, Part II 4 X 5 It the organization assessment in the organization that receives membership dues, assessments, or similar amounts as other link Prove. Cherol 817 W 'res,' complete Schedule C, Part II 5 X 6 Did the organization encode or total a conservation essement i, including easements to preserve open space. The environment, hindo in dar asse, or hindois attructures? If 'res,' complete Schedule D, Part II 7 X 7 Did the organization reported conditionary fuences or outbori similar asset? If 'res,' complete Schedule D, Part II 7 X 8 Did the organization reported conditionus graphic discurst repair, ordinary asset as a custodian for an organization reported conditionary discusses in donorent replate discusse? If 'res,' complete Schedule D, Part II 7 X 9 Did the organization report an amount in the following questions is 'Yes,' then complete Schedule D, Part V 10 X 10 Did the organization report an amoun	1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
 3 Dit the organization engage in direct or policial campaign activities on behalf of or in opposition to candidates for public official "I "Yes," complete Schedule C, Part II 4 Section 501(b) organization. Did the organization engage in keb/ying activities, or have a section 501(b) dector in effect during the tax year? If "Yes," complete Schedule C, Part II 5 Did the organization assertion 301(c)(d) soft(c)(s) complete Schedule C, Part III 6 Did the organization exercise on 501(b) organization that receives membership dues, assessments, or animal amounts as defined in Rev. Proc. Bel 197 ("Yes," complete Schedule C, Part III 6 Did the organization review of advices on the distribution or investment of amounts in such funds or accounts for which denors have the right to provide advice on the distribution or investment of amounts in such funds or accounts for which denors have the right to provide advice on the distribution to investment of amounts in such funds or accounts for which denors have the right to provide advice on the distribution transcendent and conserving or any sense of the similar assets? ("Yes," complete Schedule D, Part II 9 Did the organization maintan collections of works of art, historical treasures, or other similar assets? ("Yes," complete Schedule D, Part IV 9 Did the organization report an amount for integration, hold assets in donor-restricted andowments or in quasi endowments? If Yes," complete Schedule D, Part IV 10 Did the organization report an amount for intestments. order response Schedule D, Part IV 11 The organization report an amount for intestments. order response Schedule D, Part IV 12 Did the organization report an amount for intestments. order response Schedule D, Part IV 13 Did the organization report an amount for intestments. The transformation schedule SCHedule D, Part X 14 Did the organization report an amount for in					
public office// if ''res,' complete Schedule Q. Part I 3 X 4 Section 50((k)) aganizations. Did the organization engage in lobbying activities, or have a section 50(k) election in effect during the tax year' If 'Yes,' complete Schedule Q. Part I 4 X 5 Is the organization a section 50(k) 50(k) 50(k) 50(k) 60(k) 50(k) 50	2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	X	
4 Section 501(c)(3) organizations. Did the organization engage in tobbying activities, or have a section 501(h) election in effect during the tax year? (I *Yes, * complete Schedule C, Part II be the organization a suction 501(e)(k), 501(e)(k), or 501(e)(k) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 89-197 (I *Yes, * complete Schedule C, Part II Did the organization neutrino and your organization in such funds or accounts? (I *Yes, * complete Schedule D, Part II Did the organization neutrino relation casement, including assements to preserve open space, the environment, historic land areas, or historic structures? (I *Yes, * complete Schedule D, Part II Did the organization neutrino relation of works of at, historical treasures, or other similar asset3? (I *Yes, * complete Schedule D, Part II Did the organization neutrino relations activation, the second or custodial account lability, gives as a cutodian for mounts not listed in Part X: or provide credit counseling, debt management, credit repair, or obti negotiation services? If *Yes, * complete Schedule D, Part IV The organization server to any of the following questions is *Yes, *then complets Schedule D, Part X, U, VII, VI, V, K, or X, as applicable. 10 X 10 Did the organization report an amount for investments - other securities in Part X, Ine 107. If *Yes, * complete Schedule D, Part XI 10 X 11 The organization report an amount for investments - other securities in Part X, Ine 159. If *Yes, * complete Schedule D, Part XI 11 X 12 Did the organization report an amount for investments - other securities in Part X, Ine 159. If *Yes, * complete Schedule D, Part XI 11 X	3				
during the tax year? If Yes," complete Schedule C, Part II 4 X 5 is the organization a section S(10(4), 50(10(5)) or			3		<u> </u>
5 Is the organization a sector 501(c)(4), 501(c)(5), or 901(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 991-97. If Yes, "complete Schedule C, Part II. 5 X D Dd the organization maintain any doorn advised funds or any animal runds or accounts? If Yes, "complete Schedule D, Part II. 6 X D Dd the organization nearbox in biotic structures? If Yes, "complete Schedule D, Part II. 7 X B Dd the organization restore on hold a conservent, including easements to preserve open space, the environment, historic land areas, or historic structures? If Yes, "complete Schedule D, Part II. 7 X B Dd the organization restore or through a relisted organization, hold assets in donor-restricted endowments or in quasi-endowments? If Yes, "complete Schedule D, Part V. 8 X D Dd the organization, directly or through a relisted organization, hold assets in donor-restricted endowments or in quasi-endowments? If Yes, "complete Schedule D, Part V. 10 X D Dd the organization response and amount for land, buildings, and equipment in Part X, line 12, this 15% or more of its total assets reportation report an amount for three states the Part V. 11a X D Dd the organization report an amount for three states the securities in Part X, line 13, that is 5% or more of its total assets reportation report an amount for three states the securities in Part X, line 13, that is 5% or more of its total assets reporton in Part X, line 167 H Y-ws, "complete Schedule D, Part V. <td>4</td> <td></td> <td></td> <td></td> <td></td>	4				
 similar amounts as defined in Rev. Proc. 99:197. <i>H</i> 'Yes,' complete Schedule Q, Part II. Did the organization markina endow or hold a conservation sasements for which downs have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>It 'Yes,' complete Schedule D, Part II</i>. Did the organization markina collections of works of art, historical treasures, or other similar assets? <i>II 'Yes,' complete Schedule D, Part II</i>. Did the organization markina collections of works of art, historical treasures, or other similar assets? <i>II 'Yes,' complete Schedule D, Part II</i>. Did the organization markina collections of works of art, historical treasures, or other similar assets? <i>II 'Yes,' complete Schedule D, Part II</i>. Did the organization, directly or through a nelated organization, hold assets in donor-restricted endownents or in quasi-indownents? <i>II 'Yes,' complete Schedule D, Part II</i>. Did the organization anyount for land, buildings, and equipment in Part X, Ine 107. <i>II 'Yes,' complete Schedule D, Part II</i>. Did the organization report an amount for investments - other securities in Part X, Ine 107. <i>II 'Yes,' complete Schedule D, Part II</i>. Did the organization report an amount for investments - other securities in Part X, Ine 107. <i>II 'Yes,' complete Schedule D, Part II</i>. Did the organization report an amount for investments - program related in Part X, Ine 15% or more of its total assets reported in Part X, Ine 170. <i>II 'Yes,' complete Schedule D, Part II</i>. Did the organization report an amount for investments of the tax year include a footnote that addresses the organization's lability or rouncartin kax positions under FIA & ASO 7407. <i>I'Yes,' complete Schedule D, Part X</i>. Did the organization neodered and account of the States, or aggregate foreign investments valued at \$100.000 or more? <i>II 'Yes,' complete Schedule</i>			4		<u> </u>
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 total a conservation assement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II 7 X 8 Did the organization machine to total a conservation assement, including easement insinilar assets? If "Yes," complete Schedule D, Part II 7 X 9 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part II 7 X 9 Did the organization receive or the similar assets? If "Yes," complete Schedule D, Part II 8 X 9 Did the organization receive or thready assets in donorrestricted endowments or in quasi-endowments? If "Yes," complete Schedule D, Part VI 9 X 10 If the organization report an amount for land, buildings, and equipment in Part X, line 10* if Yes," complete Schedule D, Part VI 10 X 11 If the organization report an amount for investments - lorger easterilies in Part X, line 10* if Yes," complete Schedule D, Part VI 11 X 10 If the organization report an amount for investments - lorger easterilies in Part X, line 10* if Yes," complete Schedule D, Part X 11 X 11 If the organization report an amount for othre stastem Part X, line 10* If Yes," comple	5				
provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part II 6 X 7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? III "Yes," complete Schedule D, Part II 7 X 8 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listel in Part X, or provide credit courseling, debt management, credit repair, or diskt negatives. 8 X 9 Did the organization, directly or through a related organization, hold assets in donorrestrided and ownents or in quasi for a mount for land, buildings, and equipment in Part X, line 10? III Yes, "complete Schedule D, Part IV 10 X 11 If the organization report an amount for land, buildings, and equipment in Part X, line 10? III Yes, "complete Schedule D, Part VI 11a X 12 Did the organization report an amount for investments - organetate in Part X, line 12, line 135% or more of its total assets reported in Part X, line 167 IF Yes, "complete Schedule D, Part VI 11a X 13 X 11a X 11a X 14 Did the organization report an amount for investments - organization report an amount for other assets in Part X, line 12, line 137, line 13, line 13, bit is 55 or more of its total assets reported			5		<u> </u>
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 X 8 X Schedule D, Part II 8 X 9 Did the organization maintain collections of works of art, historical treasures, or other similar asset? If "Yes," complete Schedule D, Part II 8 X 9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? 9 X 10 If the organization sanker to any of the following questions is "Yes," then complete Schedule D, Part V 10 X 11 If the organization report an amount for land, buildings, and equipment in Part X, line 10*, <i>W</i> , Yes, * complete Schedule D, Part V 11 X 12 Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>M</i> *Yes, * complete Schedule D, Part VI 11 X 13 Did the organization report an amount for investments - program related in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>M</i> *Yes, * complete Schedule D, Part VI 116 X 14 Did the organization schedul *We	6				37
the environment, historic all areas, or historic structures? If "Yes," complete Schedule D, Part II 7 X 8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D, Part III 8 X 9 Did the organization report an amount in Part X, line 21, for escrew or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or dobt negotiation services? 9 X 10 Did the organization directly or through a related organization, hold assets in donor restricted endowments or in quasi-endowments? If 'Yes,' complete Schedule D, Part V 10 X 11 the organization report an amount for inductions in 'Yes,' then complete Schedule D, Part V 10 X 12 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 167 if 'Yes,' complete Schedule D, Part VIII 11a X 13 Did the organization report an amount for other sastes in Part X, line 127 if 'Yes,' complete Schedule D, Part VIII 11a X 14 Did the organization report an amount for other sastes in Part X, line 127 if 'Yes,' complete Schedule D, Part X 11a X 15 Did the organization ospont and ther the sastes in Part X, line 172 if 'Yes,' complete Schedule D, Part X 11d			6		<u> </u>
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D, Part VI It 9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed In Part X, or provide credit counseling, debt management, credit repair, or dobt negotiation services? 9 10 Did the organization, directly or through a related organization, hold assets in donor restricted endowments or in quasi-endowments? If 'Yes,' complete Schedule D, Part V 10 X 11 If the organization is answer to any of the following questions is 'Yes,' then complete Schedule D, Part VI, VII, VII, IVI, or X, as applicable. 10 X 12 Did the organization report an amount for land, buildings, and equipment in Part X, line 10', If 'Yes,' complete Schedule D, Part VI 11 X 13 Did the organization report an amount for long- complete Schedule D, Part VI 11 X 14 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 XI 11 X 14 Did the organization included in consolidated, independent audited financial statements for the tax year? If 'Yes,' complete Schedule D, Part XI 114 X 14 Did the organization assore reportes anion of the tax lead (STA (AU) 'Yes,' complete Schedu	7				77
Schedule D, Part III 8 X 9 Did the organization report an amount in Part X, line 21, for escrew or custodial account liability: serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? 9 X 10 Did the organization, direct edit counseling, debt management, credit repair, or debt negotiation services? 9 X 11 He organization report an amount for land, buildings, and equipment in Part X, line 107. If Yes, "complete Schedule D, Part V 10 X 12 Did the organization report an amount for investments - other securities in Part X, line 107. If Yes, "complete Schedule D, Part V 11a X 13 X Did the organization report an amount for investments - other securities in Part X, line 107. If Yes, "complete Schedule D, Part V 11a X 14 X Did the organization report an amount for investments - other securities in Part X, line 107. If Yes, "complete Schedule D, Part V 11a X 14 X Intel X Intel X Intel X Intel X 14 X Intel F07. If Yes, "complete Schedule D, Part V Intel S Yes, "complete Schedule D, Part V Intel X Intel X Intel X 15 Did the organization report an amount for intere isable in Part X, line 105. Inth is 5%			7		<u> </u>
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability: serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or dott negotiation services? 9 X 10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>II</i> "Yes," complete Schedule D, Part V 10 X 11 If the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>II</i> "Yes," complete Schedule D, Part V 10 X 12 Did the organization report an amount for investments - other securities in Part X, line 12? <i>II</i> "Yes," complete Schedule D, Part V 11a X 13 Did the organization report an amount for investments - other securities in Part X, line 12? <i>II</i> "Yes," complete Schedule D, Part V 11a X 14 X Did the organization report an amount for investments - program related in Part X, line 15? or more of its total assets reported in Part X, line 16? <i>II</i> "Yes," complete Schedule D, Part X 11a X 110 Did the organization report an amount for other assets in Part X, line 15? that is 5% or more of its total assets reported in Part X, line 16? <i>II</i> "Yes," complete Schedule D, Part X 11d X 111 X Did the organization report an amount for other assets in Part X, line 15? that is 5% or more of its total assets reported in Part X, line 16? <i>II</i> "Yes," comp	8				v
amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or dpot negotiation services? 9 X If "Yes," complete Schedule D, Part V 10 X 10 X If the organization, directly or through a related organization, hold assets in donor-estricted endowments 10 X If the organization, directly or through a related organization, should assets in donor-estricted endowments 10 X If the organization, directly or through a related organization, should assets in donor-estricted endowments 10 X If the organization report an amount for investments - other securities in Part X, line 107. If 'Yes," complete Schedule D, Part VI 11 11 X 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 167. If 'Yes," complete Schedule D, Part VII 11 X Did the organization report an amount for investments - other assets in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 167. If 'Yes," complete Schedule D, Part VIII 11 X Did the organization separate or consolidated financial statements for the tax year include a forotnet state addresses the organization insperate or consolidated financial statements for the tax year? If 'Yes," complete Schedule D, Part X 111 X 12a Did the organization nexport All 110 <t< td=""><td>~</td><td>,</td><td>8</td><td></td><td></td></t<>	~	,	8		
If "Yes," complete Schedule D, Part IV 9 X 10 Did the organization, directly or through a related organization, hold assets in donor restricted endowments or in quasi-endowments? If "Yes," complete Schedule D, Part V 10 X 11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VII, VX, or X, as applicable. 10 X 12 Dot the organization report an amount for investments - other securities in Part X, line 10? If "Yes," complete Schedule D, Part VI. 11 X 13 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. 11 X 14 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 VII. 11 X 11 Did the organization report an amount for other labilities 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 X 11 X 11 Did the organization sital other labilities 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 X 11 X 11 Did the organization asset and manual statements for the tax year? 11 X 12 Did the organization asset and the perdent audited financial	9				
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? (I' 'Yes, "complete Schedule D, Part V 10 X 11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Part VI 10 X a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If 'Yes, " complete Schedule D, Part VI 11a X b Did the organization report an amount for investments - other securities in Part X, line 10? If 'Yes, " complete Schedule D, Part VII 11b X c Did the organization report an amount for investments - other securities 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 X c Did the organization report an amount for other lassitilites in Part X, line 25? If 'Yes," complete Schedule D, Part X 11t X c Did the organization report an amount for other lassitiles in Part X, line 25? If 'Yes," complete Schedule D, Part X 11t X 12a Did the organization separate or consolidated financial statements for the tax year include a footnote that addresses the organization and the organization and the organization asset of the time completing Schedule D, Part X 11t X 12a Did the organization report an amount for other lassitiles in Part S, line 15% or more of the tax year? 11t X					v
or in quasi-endowments? If "Yes," complete Schedule D, Part V 10 X 11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VII, IX, or X, as applicable. 11a X a Did the organization report an amount for land, buildings, and equipment in Part X. line 10? If "Yes," complete Schedule D, Part VI 11b X b Did the organization report an amount for investments - other securities in Part X. line 12?. If it is 9% or more of its total assets reported in Part X. line 16? If "Yes," complete Schedule D, Part VII 11b X c Did the organization report an amount for other assets in Part X. line 15% or more of its total assets reported in Part X. line 16? If "Yes," complete Schedule D, Part VII 11c X d Did the organization report an amount for other liabilities in Part X. line 16% or more of its total assets reported in Part X. line 16? If "Yes," complete Schedule D, Part X 11e X e Did the organization report an amount for other liabilities in Part X. line 12% or more of its total assets reported in Part X. line 16? If "Yes," complete Schedule D, Part X 11e X 12a Did the organization is parate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Part X 11e X 12a Did the organization anishal an office, employees, or ageres contabil of the United States? 11f X 12a X 11d X 11e X 13a X 13a <td< td=""><td>40</td><td></td><td>9</td><td></td><td></td></td<>	40		9		
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VII, IX, or X, as applicable. 11 If the organization report an amount for land, buildings, and equipment in Part X. line 107. If 'Yes," complete Schedule D, Part V 11a X b Did the organization report an amount for investments - other securities in Part X. line 107. If 'Yes," complete Schedule D, Part VII 11a X c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 167 If 'Yes," complete Schedule D, Part VIII 11b X c Did the organization report an amount for other assets in Part X, line 15% or more of its total assets reported in Part X, line 167 If 'Yes," complete Schedule D, Part XIII 11d X e Did the organization report an amount for other assets in Part X, line 15% or more of its total assets reported in Part X, line 167 If 'Yes," complete Schedule D, Part X 11d X e Did the organization separate or consolidated financial statements for the tax year induced stores that addresses the organization asheard XII 111 X 12a Did the organization asheard XII No 'to Ine 128, then completing Schedule D, Part X AIII 111 X 12b Was the organization answered 'No' to Ine 128, then completing Schedule D, Part X AIIIII X 111f X	10		10		v
as applicable. Did the organization report an amount for land, buildings, and equipment in Part X, line 107. If Yes," complete Schedule D, Part VI. Did the organization report an amount for investments: other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 167. If Yes," complete Schedule D, Part VII. Did the organization report an amount for investments. program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 167. If Yes," complete Schedule D, Part VII. Did the organization report an amount for ther assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 167. If Yes," complete Schedule D, Part VII. 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 167. If Yes," complete Schedule D, Part X. Did the organization report an amount for other liabilities in Part X, line 25% If Yes," complete Schedule D, Part X. Did the organization is abainty for uncertain tax positions under FIN 48 (ASC 740)? If Yes," complete Schedule D, Part X. Did the organization included in consolidated, independent audited financial statements for the tax year? If Yes," and if the organization maxwered 'No' to line 12a, then completing Schedule D, Part X and XII. Did the organization askol described in United States? Did the organization askol described in United States? Did the organization report on Part IX, column (A), line 3, more than \$5,000 of garats or other assistance to or for any foreign organizaton? If Yes," complete Schedule E, Parts II and IV. Did the organization report and TA, col			10		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If Yes, " complete Schedule D, Part VI 11a X b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes," complete Schedule D, Part VI 11b X c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes," complete Schedule D, Part VII 11c X d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes," complete Schedule D, Part X 11c X e Did the organization report an amount for other assets in Part X, line 25? If 'Yes," complete Schedule D, Part X 11e X f Did the organization is abparte or consolidated financial statements for the tax year? 11e X 11a X X 11e X 11a X 11e X 11e X 11a X 11e X 11e X 11d X 11e X 11e X 12a Vestor organization aschool described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule D, Part X 11e X	11				
Part VI 11a X b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? //r *Ves," complete Schedule D, Part VII 11b X c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? //r *Ves," complete Schedule D, Part VII 11c X d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? //r *Ves," complete Schedule D, Part VII 11d X e Did the organization report an amount for other liabilities in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? //r *Ves," complete Schedule D, Part X 11d X e Did the organization report an amount for other liabilities in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? //r *Ves," complete Schedule D, Part X 11d X 11d X 11d X 11d X 11d X <	~				
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII 11b X c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII 11c X d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X 11c X d Did the organization report an amount for other assets in Part X, line 25? If "Yes," complete Schedule D, Part X 11d X f Did the organization is bability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 11d X 12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Part X and XII is optional 11d X 12a X Its the organization nave aggregate revenues or expenses of more than \$10,000 form grantmaking, fundraising, business, investment, and program service activities outside the United States? 11d X 13 Is the organization nave aggregate revenues or expenses of more than \$5,000 of aggregate grants or other assistance to or for any foreign norganization report on Part X, column (A), line 3,	d		112	x	
assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII. 11b X c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII. 11c X d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X 11c X e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 11e X 111 X 11e X 11e X 112 Did the organization's separate or consolidated financial statements for the tax year? 11f X 11e X 112 Did the organization obtain separate, independent audited financial statements for the tax year? 11f X 11f X 113 Is the organization assovered "No" to line 12a, then completing Schedule D, Part X I and XII is optional 12a X 124 Did the organization maintain an office, employees, or agents outside of the United States? 13a X 13 Is the organization maintain an office, Part I and IV 11e X 11e X 15 Did the organizatio	h			- 11	
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 X d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X 11e X e 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 X 11e X e Did the organization othat separate or consolidated financial statements for the tax year include a footnote that addresses the organization batin separate, independent audited financial statements for the tax year? 11f X 12a Did the organization included in consolidated, independent audited financial statements for the tax year? 11f X 13 State organization askored "No" to line 12a, then completing Schedule D, Part X and XII is optional 12b X 14a Did the organization naintain an office, employees, or agents outside of the United States? 14a X 14b X Old the organization report on Part IX, column (A), line 3, more than \$5,000 of garns or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV 15 X 15 Did the orga	5		11h		x
assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII 11c X d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X 11d X e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 11d X f Did the organization's separate or consolidated financial statements for the tax year, complete Schedule D, Part X 11t X 12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," and if the organization answerd "No" to line 12a, then completing Schedule D, Part X and XII 12a X b Ud the organization aschool described in section 170(b)(1)(A)(II)? If "Yes," complete Schedule E 13 X 14a Did the organization answerd "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 12b X 14b Did the organization answerd "No" to line 12a, then completing Schedule E 13 X 14a Did the organization answerd "No" to line 12a, then completing Schedule C, Parts XI and XII is optional 12b X 14a Did the organization report on Part IX, column (A), line 3, more than \$10,000 forg mantaxing, fundraising, business, investment, and program service activities outside the United States, or aggregate	c				
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 X 11d X e Did the organization report an amount for other labilities in Part X, line 25? If "Yes," complete Schedule D, Part X 11d X f Did the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 11d X 12a Did the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 11t X 12a Did the organization batin separate, 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 and XII is optional 11a X 13 Is the organization naintain an office, employees, or agents outside of the United States? 14a X b Did the organization have aggregate revenues or expenses of more than \$10,000 form 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, Parts I and IV 16 X 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of garges are sustance to or for any foreign organization report on Part IX, column (A), line 3, more than \$5,000 of garges professional fundraising services on Part IX, column (A), line 3, more than \$5,000	Ū		110		х
Part X, line 16? /f "Yes," complete Schedule D, Part IX 11d X e Did the organization report an amount for other liabilities in Part X, line 25? /f "Yes," complete Schedule D, Part X 11e X f Did the organization is lability for uncertain tax positions under FIN 48 (ASC 740)? /f "Yes," complete Schedule D, Part X 11f X 12a Did the organization obtain separate, independent audited financial statements for the tax year? /f "Yes," and if the organization included in consolidated, independent audited financial statements for the tax year? 12a X 13 Is the organization a school described in section 170(b)(1)(A)(0)? /f "Yes," complete Schedule E 13 X 14a Did the organization nawered "No" to line 12a, then completing Schedule E 13 X 14a Did the organization maintain an office, employees, or agents outside of the United States? 14a X 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of garnts or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV 16 X 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV 16 X 17 Did the organization report on Part IX, column (A)	d				
e Did the organization report an amount for other liabilities in Part X, line 25? /f "Yes," complete Schedule D, Part X 11e X f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization obtain separate, independent audited financial statements for the tax year? 11e X 12a Did the organization obtain separate, independent audited financial statements for the tax year? /f 'Pes," complete Schedule D, Part X and XII 11e X b Was the organization included in consolidated, independent audited financial statements for the tax year? /f 'Pes," and if the organization answered "No' to line 12a, then completing Schedule D, Part X and XII is optional 13 X 13 Is the organization maintain an office, employees, or agents outside of the United States? 14a X b Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for any foreign individuals? If "Yes," complete Schedule G, Part I and IV 16 X 17 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for any foreign individuals? If "Yes," complete Schedule G, Part I and IV 16 X 17 Did the organization report on Part IX, column (A), lin			11d	х	
f Did the organization's isability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 11f X 12a Did the organization biain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Part X /// and X/// 11g X 12a Did the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 12a X b Was the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 12b X 13 Is the organization naintain an office, employees, or agents outside of the United States? 14a X b Did the organization report on Part IX, column (A), line 3, more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate grants or other assistance to or for any foreign organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for dreign individuals? If "Yes," complete Schedule F, Parts II and IV 15 X 17 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV 16 X 17 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance	е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes " complete Schedule D, Part X			
the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? /f "Yes," complete Schedule D, Part X 11f X 12a Did the organization obtain separate, independent audited financial statements for the tax year? // f"Yes," complete 12a X 12b Was the organization included in consolidated, independent audited financial statements for the tax year? 12a X 13 Is the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 13 X 14a Did the organization maintain an office, employees, or agents outside of the United States? 14a X b Did the organization nave 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, Parts II and IV 14b X 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for any foreign individuals? If "Yes," complete Schedule F, Parts III and IV 16 16 X 17 Did the organization report more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule G, Part II 18 X 17 X <t< td=""><td></td><td></td><td></td><td></td><td></td></t<>					
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete 12a X b Was the organization included in consolidated, independent audited financial statements for the tax year? 12b X b Was the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 12b X 14a Did the organization aschool described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 13 X 14a Did the organization maintain an office, employees, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV 14a X 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV 16 X 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule G, Part II and IV 16 X 17 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule G, Part II and IV 16 X 18 Did the		•	11f		Х
Schedule D, Parts XI and XII 12a X b Was the organization included in consolidated, independent audited financial statements for the tax year? 12b X if "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 12b X 13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 13 X 14a Did the organization maintain an office, employees, or agents outside of the United States? 14a X b Did the organization nave 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, Parts I and IV 14b X 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of garets or other assistance to or for any foreign individuals? If "Yes," complete Schedule F, Parts II and IV 16 X 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule G, Part I. See instructions 17 X 17 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lin	12a				
If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 12b X 13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 13 X 14a Did the organization maintain an office, employees, or agents outside of the United States? 14a X b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV 14b X 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV 15 X 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV 16 X 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule G, Part I. See instructions 17 X 18 Did the organization report more than \$15,000 otal of fundraising event gross income and contributions on Part VIII, lines 1 to and 8a?			12a	Х	
 13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 14 Did the organization maintain an office, employees, or agents outside of the United States? 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, Parts I and IV 14 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV 17 Did the organization report 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. See instructions 18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II 19 Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a X 20a Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule H 20a Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule H. Parts I and II 21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I	b	Was the organization included in consolidated, independent audited financial statements for the tax year?			
 13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 14 Did the organization maintain an office, employees, or agents outside of the United States? 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, Parts I and IV 14 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV 17 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of gargegate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of gargegate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule G, Part II and IV 17 Did the organization report more than \$15,000 ot al of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II 19 Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a X 20a X 20b Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II 21 X 		If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		
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, Parts I and IV 14b X 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV 15 X 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV 16 X 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions 17 X 18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," 18 X 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a X 20b If "Yes" to line 20a, did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II 20b <td>13</td> <td></td> <td>13</td> <td></td> <td></td>	13		13		
investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 14b X 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV 15 X 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV 16 X 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions 17 X 18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II 18 X 19 Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a X 20a Did the organization report more than \$5,000 of grants or other assistance to this return? 19 X 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a X 20a Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," com	14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
or more? If "Yes," complete Schedule F, Parts I and IV 14b X 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV 15 X 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV 16 X 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions 17 X 18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," 18 X 19 Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a X 20a Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule H 20a X	b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,			
 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If</i> "Yes," <i>complete Schedule F, Parts II and IV</i> 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If</i> "Yes," <i>complete Schedule F, Parts III and IV</i> 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If</i> "Yes," <i>complete Schedule G, Part II.</i> 18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If</i> "Yes," <i>complete Schedule G, Part II.</i> 19 Did the organization operate one or more hospital facilities? <i>If</i> "Yes," <i>complete Schedule H</i> 20a Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If</i> "Yes," <i>complete Schedule I, Parts I and II</i> 21 X 		investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			
foreign organization? If "Yes," complete Schedule F, Parts II and IV 15 X 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV 16 X 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions 17 X 18 Did the organization report more than \$15,000 of gross income and contributions on Part VIII, lines 1 c and 8a? If "Yes," complete Schedule G, Part II 18 X 19 Did the organization operate one or more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," 19 X 20a XX 16 X 20a X 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," 19 X 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a X 20a If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? 20b 20b 20b 21 Did the organization report more than \$5,000 of grants or other assistance to any d			14b		X
 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If</i> "Yes," <i>complete Schedule F, Parts III and IV</i> 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If</i> "Yes," <i>complete Schedule G, Part I.</i> See instructions 18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If</i> "Yes," <i>complete Schedule G, Part II</i> 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If</i> "Yes," <i>complete Schedule G, Part II</i> 20a Did the organization operate one or more hospital facilities? <i>If</i> "Yes," <i>complete Schedule H</i> 20a Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If</i> "Yes," <i>complete Schedule I, Parts I and II</i> 	15				
or for foreign individuals? // f "Yes," complete Schedule F, Parts III and IV 16 X 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? // f "Yes," complete Schedule G, Part I. See instructions 17 X 18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? // f "Yes," complete Schedule G, Part II 18 X 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? // f "Yes," 19 X 20a Did the organization operate one or more hospital facilities? // f "Yes," complete Schedule H 19 X 20a If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? 20b 20b 21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? // f "Yes," complete Schedule I, Parts I and II 20b 21			15		<u> </u>
 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions 18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i> 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part II</i> 19 Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i> 19 Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i> 20a Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i> 21 X 	16				
column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions 17 X 18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II 18 X 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," 18 X 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a X b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? 20b 20b 21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II 21 X			16		<u> </u>
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 16 1c and 8a? If "Yes," complete Schedule G, Part II 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a X 20b Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	17				
1c and 8a? If "Yes," complete Schedule G, Part II 18 X 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," 19 X 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a X 20b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? 20b 20b 21 Did the organization operate one or more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II 20a X			17		<u> </u>
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," 19 X 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a X 20a If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? 20b 20b 21 Did the organization operate on Part IX, column (A), line 1? If "Yes," complete Schedule I. Parts I and II 21 X	18			77	
complete Schedule G, Part III 19 X 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a X b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? 20b 20b 21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I. Parts I and II 21 X			18	Ā	
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a X b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? 20b 20b 21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I. Parts I and II 21 X	19				v
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? 20b 21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I. Parts I and II 21 X	00-				
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes." complete Schedule I. Parts I and II 21 X					
domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I. Parts I and II			200		
	21		21		x
	332003			990	

4

332003 12-21-23

Form	990	(2023)
FUIII	330	120201

22 Did the organization report more than 55:000 of grants or other assistance to or for domestic individuals on Part X, count of the Advance (i.e., part and Million Compensation of the organization asswer "Ves" to Part VII, Section A, Iine 3, 4, or 5, about compensation of the organization asswer "Ves" to Part VII, Section A, Iine 3, 4, or 5, about compensation of the organization asswer "Ves" to Part VII, Section A, Iine 3, 4, or 5, about compensation of the organization fave a taxe-empt bond issue with an outstanding principal amount of more than \$100.000 as of the softwards of the organization news at taxe-empt bond issue with an outstanding principal amount of more than \$100.000 as of the Softwards / V No. ⁻ to a time 355. 424a Did the organization meets any proceed of tax-exampt bonds beyond a temporary pariod exception? 24a 24a Did the organization meets and Boil (220 organizations. Did the organization and the transaction base of tax-exampt bonds of tax-exampt bonds of tax-exampt bonds of the organization and the transaction base of tax-exampt bonds of the organization organization regular the source of the organization regular the regular time during the year? 24a 25a Section 50(c)(3, 50(c)(4), 40(c)(4), 50(c)(4),				Yes	No
23 Did the organization answer 'Ver' to Part VII, Section A, Ine 3, 4, or 5, about compensation of the organization's current and former offices, directors, trustese, key employees, and highest compensation drug complete Schedule J. 23 24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the Schedule K, II 'No.' go to Ine 25a. 24b 25b Did the organization maintain an escrow account ofher than a refunding escrow at any time during the year to defease any tax-exempt bonds? 24d 26 Did the organization asset any non-beam of the schedule L, Part I 24d 25a Section 50(16)(3, 50(16)(4), and 50(1c)(20) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? 24d 25a Section 50(16)(3, 50(16)(4), and 50(1c)(20) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? 24d 25a Section 50(16)(3, 50(16)(4), and 50(1c)(20) organizations. Ports 900 or 900 E27. If 'Yea,' complete Schedule L, Part I 25e 25a Did the organization organization area of the schedule schedu	22				
and former offices, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J. 42 42 42 42 42 42 42 42 42 4			22		X X
Schedule J. 24 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 Yres, 'answer lines 24b through 24d and complete Schedule K, If Yob, 'go to line 25a 24a 24b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? 24a 24b Did the organization maintain an escrow account ofter than a refunding scrow at any time during the year to defease any tax-exempt bonds? 24a 25a Section 50(16(3), 50(16(4), and 505(16/29) organizations. Did the organization ange in a priory year, and that the transaction with a disqualified person during the year? 24d 25a Section 50(16(3), 50(16(4), and 505(16/29) organizations. Did the organization ange in a priory year, and that the transaction has not been reported on any of the organization situation through any solution or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributo or 36b 25b 27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or a 35b' controlled entity or family member of any of these person? If 'Yes,' complete Schedule L, Part II 27c 27 Did the organization party in dividual doctry, trustee, key employee, creator or founder, or abstantial contributor? If 'Yes,' complete Schedule L, Part IV, 'res,' complete Schedule L, P	23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current			
24a Det 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 issue after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," op to line 25a 24b b Did the organization invest any proceeds of tax-exempt bond sevend a temporary period exception? 24b c Did the organization invest any proceeds of tax-exempt bond sevend a temporary period exception? 24c 25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization orgage in an excess benefit transaction with a disqualified person in a prior year, and that the transaction aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former former differ, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part I 26 26 Did the organization provide a grant or other assistance to any current or former differ, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part I // matter in the stance on the stance on the stance on family member of any of these persons? If "Yes," complete Schedule L, Part I // matter individual described in the 28a or 28b? If ''Yes, '' complete Schedule L, Part I // matter individual described in the 28a? # 'Yes," complete Schedule L, Part I // 28a 27 Did the organization neovide were		and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			
is at day of the year, that was issued after December 31, 2002? If 'Yes,' answer lines 24b through 24d and complete 24a b Did the organization invest any proceeds of tax exempt bonds beyond a temporary period exception? 24b c Did the organization mixets any proceeds of tax exempt bonds beyond a temporary period exception? 24b c Did the organization maintain an encrow account other than a refunding scrow at any time during the year? 24d d Did the organization acts as in 'on behalf of' issuer for bonds outstanding at any time during the year? 24d 25a Section 50(16(3), 501(44), and 501(k29) organizations. Did the organization angel in a necesse benefit transaction with a disqualified person during the year? 24d 25a Section 50(16(3), 501(44), and 501(k29) organizations. Did the organization angel in a necesse benefit transaction than an tensor to prove the organization space that it engaged in a necesse benefit transaction that any time during the year? 25b 25b Did the organization report any amount on Part X, line 5 or 22, for receivables from or payable to any current or former of former officer, director, trustee, key employee, creator or founder, substantial contributor or explanets barry or to a 35% controlled entity or tamily mamber of any of these person? If 'Yes,' complete Schedule L, Part II 28 27 Did the organization nearbor than 25b or family financhic members, and that former officer, director, trustee, key employee, creator or foundes or substantial contributor? If 'Yes,' complete Schedule L, Part IV, instructions for applicable fining thresholds, conditions, and exceptions? 28 27 Did the organization neave the more than 25		Schedule J	23		X
Schedule K. If 'No,' go to line 25a 24a D 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 retunding escrow at any time during the year to defease any tax exempt bonds? 24d 25a Section 501(c)(3), 501(c)(4), and 501(c)(2b) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? 24d 25a Section 501(c)(3), 501(c)(4), and 501(c)(2b) organization. Did the organization sprace in a porcess that the transaction has not been reported on any of the organization's prior Form 590 or 906-272. If 'Yes,' complete Schedule L, Part I 25a 25b Did the organization report any of these person? If 'Yes,' complete Schedule L, Part I 25a 25c Did the organization provid any of these person? If 'Yes,' complete Schedule L, Part II 26 25D Did the organization provid sprat or there person? If 'Yes,' complete Schedule L, Part II 26 26D Did the organization provid sprat or there person? If 'Yes,' complete Schedule L, Part II 26 27D Did the organization provid sprat settistics to any or these person? If 'Yes,' complete Schedule L, Part II 27 27D Did the organization provid sprat settistics on or organization provide Schedule L, Part II 28 28D A starity member of any individu	24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
Schedule K. If 'No,' go to line 25a 24a D 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 retunding escrow at any time during the year to defease any tax exempt bonds? 24d 25a Section 501(c)(3), 501(c)(4), and 501(c)(2b) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? 24d 25a Section 501(c)(3), 501(c)(4), and 501(c)(2b) organization. Did the organization sprace in a porcess that the transaction has not been reported on any of the organization's prior Form 590 or 906-272. If 'Yes,' complete Schedule L, Part I 25a 25b Did the organization report any of these person? If 'Yes,' complete Schedule L, Part I 25a 25c Did the organization provid any of these person? If 'Yes,' complete Schedule L, Part II 26 25D Did the organization provid sprat or there person? If 'Yes,' complete Schedule L, Part II 26 26D Did the organization provid sprat or there person? If 'Yes,' complete Schedule L, Part II 26 27D Did the organization provid sprat settistics to any or these person? If 'Yes,' complete Schedule L, Part II 27 27D Did the organization provid sprat settistics on or organization provide Schedule L, Part II 28 28D A starity member of any individu		last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
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? 24c d Did the organization and that an escrow account other than a refunding escrow at any time during the year? 24d 25a Section 501(c)(2), 501(c)(4), and 501(c)(2) organizations. Did the organization engage 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 sponse that it engaged in a excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization sponse than a refunder, substantial contributor, or 356: 25b 27 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or former officer, director, trustee, key employee, creator or officer, director, trustee, key employee, a grant solection committs a member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>H</i> 'yea,' complete Schedule L, Part II. 27 28 Was the organization report than a set, key employee, creator or founder, substantial contributor? <i>H</i> 'yea,' complete Schedule L, Part IV. 28a 29 Did the organization receive more than 255,000 in non-ask contribution? <i>H</i> 'yea,' complete Schedule L, Part IV. 28a 29 Did the organization receive contribution and a risk increation secceptions: 30a 3			24a		X
any tax-exempt bonds? 24d 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), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person outling the year? 25a 25a Did the organization avere 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' // /*%s, ' complete Schedule L, Part I 25b 26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or 35% controlled entity of ramity member of any of these persons? // **s, ' complete Schedule L, Part II 26 27 Did the organization aparty to a business transaction with or of the following parties' (See the Schedule L, Part IV, instructions for applicable fing thresholds, conditions, and exceptions); 27 28 Was the organization aparty to a business transaction with ore of the following parties' (See the Schedule L, Part IV, instructions for applicable fing thresholds, conditions, and exceptions); 28 29 Did the organization receive more thine 826, 000 in nonceash contributions? // *Yes, ' complete Schedule L, Part IV 28 29 Did the organization receive more than 825,000 in nonceash contributions? // *Yes, ' complete Schedule L, Part IV 28 29 Did the organization receive our	b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? 24d 25a Section 50 (c)(3), 50 (c)(4), and 50 (c)(29) organizations. Did the organization again an excess benefit transaction with a disqualified person in a proyee set to the organization aware that it engaged in an excess benefit transaction with a disqualified person in a proyee. The set to again that the transaction has not been reported on any of the organization role of the organization report any amount on Part X, line 5 or 22, for receivables from or payafles to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If 'Yes,' complete Schedule L, Part II 26 27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, rustee, key employee, creator or founder, substantial contributor, a party to a business transaction with one of the following parties? (Sever, the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions): 27 28 Was the organization receive contributions or arganization receive contributions? If 'Yes,' complete Schedule L, Part IV. 28 29 Did the organization receive contributions or arganization sections of any individual ascribed in line 28a or 28b? If 'Yes,' complete Schedule L, Part IV. 28 29 Did the organization receive contributions o	с	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease			
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>II</i> "Yes," complete Schedule L, Part I 25a 25a Did the organization averate the engagent transaction with a disqualified person in a prior year, and that the transaction in the seported on any of the organization's prior Forms 990 or 990 E27. <i>II</i> "Yes," complete Schedule L, Part I 25b 25b Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons?" <i>II</i> "Yes," complete Schedule L, Part II 26 27 Did the organization a party to a business transaction with one of the tollowing partices." [See the Schedule L, Part III. 27 28 Was the organization a party to a business transaction with one of the tollowing partices." [See the Schedule L, Part III. 28 29 Did the organization receive contributions of any of these persons?" <i>II</i> "Yes," complete Schedule L, Part III. 28a 29 Did the organization a party to a business transaction with one of the tollowing partices." [See the Schedule L, Part III. 28a 29 Did the organization eceive more than \$25,000 in noncash contributions? <i>II</i> "Yes," complete Schedule L, Part II. 28a 29 Did the organization liquidate, terminate, or disolsve and cease operations		any tax-exempt bonds?	24c		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>II</i> "Yes," complete Schedule L, Part I 25a 25a Did the organization averate the engagent transaction with a disqualified person in a prior year, and that the transaction in the seported on any of the organization's prior Forms 990 or 990 E27. <i>II</i> "Yes," complete Schedule L, Part I 25b 25b Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons?" <i>II</i> "Yes," complete Schedule L, Part II 26 27 Did the organization a party to a business transaction with one of the tollowing partices." [See the Schedule L, Part III. 27 28 Was the organization a party to a business transaction with one of the tollowing partices." [See the Schedule L, Part III. 28 29 Did the organization receive contributions of any of these persons?" <i>II</i> "Yes," complete Schedule L, Part III. 28a 29 Did the organization a party to a business transaction with one of the tollowing partices." [See the Schedule L, Part III. 28a 29 Did the organization eceive more than \$25,000 in noncash contributions? <i>II</i> "Yes," complete Schedule L, Part II. 28a 29 Did the organization liquidate, terminate, or disolsve and cease operations	d	•	24d		
transaction with a disqualified person during the year? If 'Yes,' complete Schedule L, Part I 25a b is the organization sport been reported on any of the organization's pinor Forms 990 GF2? If 'Yes,' complete Schedule L, Part I 22b 25b Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity of family member of any of these persons? If 'Yes,' complete Schedule L, Part II 26 27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity including an employee thereoly of rainity member of any of these persons? If 'Yes,' complete Schedule L, Part II 27 28 Was the organization party to a business transaction with one of the following parties? (see the Schedule L, Part IV) 28a 29 D d the organization receive contributor or employee, creator or founder, or substantial contributor? If 'Yes,' complete Schedule L, Part IV 28a 29 D d the organization receive contributions of art, historical trassures, or other similar assets, or qualified conservation contributions? If 'Yes,' complete Schedule L, Part IV 28a 29 D d the organization receive contributions of art, historical trassures, or other similar assets, or qualified conservation contributions? If 'Yes,' complete Schedule L, Part IV 28a 29 D d t					
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 E27. If "Yes," complete Schedule L, Part I 26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables ta any current or former officer, directly, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II 26 27 Did the organization provide a grant or other assistance to any current or former officer, directly, trustee, key employee, creator or founder, substantial contributor? or applices thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part II 27 28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions); a A current or former officer, director, trustee, key employee, creator or founder, usbstantial contributor? If "Yes," complete Schedule L, Part IV 28a 29 Did the organization receive contributions of art, historical trassures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule IM 29 29 Did the organization receive contributions of art, historical trassures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule IM 29 29 Did the organization selexity of an our similar as			25a		x
that the transaction has not been reported on any of the organization's prior Forms 990 or 990-E27 // 'Yes," complete 25b Schedule L, Part I 25b Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 359; controlled entity of family member of any of these persons? If 'Yes,' complete Schedule L, Part II 26 27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a nany of these persons? If 'Yes,' complete Schedule L, Part II 27 28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions): 27 28 A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If 'Yes,' complete Schedule L, Part IV 28a 29 Did the organization receive more than \$25,000 in noncesh contributions? If 'Yes,' complete Schedule N, Part I 30 30 Did the organization reliaduat, terminate, or dissolve and cease operations? If 'Yes,' complete Schedule N, Part I 31 30 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If 'Yes,' complete Schedule N, Part I 31 31 Did the o	b				
Schedule L, Part I 25b 26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? // +'yes,' complete Schedule L, Part II 26 27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee threach) or family member of any of these persons? // +'yes,' complete Schedule L, Part IV 27 28 Was the organization proventy to a business transaction with one of the following parties? (See the Schedule L, Part IV 28 a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? /// *'yes,' complete Schedule L, Part IV 28a b A family member of any individual described in line 28a' // *'yes,' complete Schedule L, Part IV 28a 29 Did the organization receive more than \$25,000 in noncesh contributions? // *'yes,' complete Schedule M 29 20 Did the organization receive contributions of art, historical trassities, or other similar assets? If 'Yes,' complete Schedule M 20 20 Did the organization receive any partite schedule R, Part I 31 31 Did the organization receive antro than \$25,000 in noncesh contributions? If 'Yes,' complete Schedule M 29 <t< td=""><td></td><td></td><td></td><td></td><td></td></t<>					
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II 26 27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereol, or family member of any of these persons? If "Yes," complete Schedule L, Part II 27 28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part III) 28 29 A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If 28 29 A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV 28 29 Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M 29 30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M, Part I 31 31 Did the organization sele, exchedue M 30 33 32 Did the organization sele, exchedue M 30 31 33 Did the organization sele, exchedue M 31			25b		x
or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? (If 'Yes,' complete Schedule L, Part II) 28 27 Did the organization provide a grant or other assistance to any current to former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If 'Yes,' complete Schedule L, Part III. 28 28 Was the organization a party to a business transaction with one of the following parties? (Be the Schedule L, Part III) 28a 29 A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If 'Yes,' complete Schedule L, Part IV 28a 29 A family member of any individual described in line 28a' If 'Yes,'' complete Schedule L, Part IV 28a 29 Did the organization receive more than \$25,000 in noncesh contributions? If 'Yes,'' complete Schedule M 29 30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If 'Yes,'' complete Schedule N, Part I 31 31 Did the organization individuals and/or organization more family disegarded as separate from the organization under Regulations sections 30.170712 and 30.170713 // If 'Yes,' complete Schedule R, Part II 31 32	26				
controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II 26 27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III. 27 28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part III. 28 28 A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV. 28a 29 A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV. 28a 29 Did the organization receive contributions of at, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule N, Part I 30 30 Did the organization receive contributions 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 II, III, or IV, and Part V, Ime 1 34 33 Did the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, Ime 1 34 34 Did the organization related to any tax-exempt or taxable entity? If "Yes," co	20				
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 33% controlled entity (including an employee thereof) of ramily member of any of these persons? " <i>I</i> , "Yes," complete Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions): 27 28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions): 28 24 A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV 25 A damily member of any individual ador or granization selectibed in line 28a or 28b? If "Yes," complete Schedule L, Part IV 29 Did the organization receive contributions of art, historical treastres, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule N, Part I 30 31 Did the organization receive controlled on or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part I 31 33 Did the organization sell, exchange, dispose of, or transfer more than 25% of the regulations sections 301.7701-72 and 301.7701-72 mappies Schedule R, Part I 33 34 Ass the organization include the transfer from the organization under Regulations sections 301.7701-72 and 301.7701-77 mappies Schedule			26		x
creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If: Yes, "complete Schedule L, Part III 27 28 Was the organization aparty to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions): a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If 28 b A family member of any individual described in line 28a? If Yes, "complete Schedule L, Part IV 28a c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If Yes, "complete Schedule L, Part IV 28c 29 Did the organization receive more than \$25,000 in noncash contributions? If 'Yes," complete Schedule N, Part II 30 30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If 'Yes," complete Schedule N, Part II 31 31 Did the organization individual, terminate, or dissolve and cease operations? If 'Yes," complete Schedule N, Part II 31 32 Did the organization receive and that suble entity? If 'Yes," complete Schedule N, Part II 31 33 Did the organization associantic treasures, or other similar assets? If 'Yes," complete Schedule N, Part II 32 </td <td>27</td> <td></td> <td></td> <td></td> <td><u> </u></td>	27				<u> </u>
entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III 27 28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable fling thresholds, conditions, and exceptions): a a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV 28a b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV 28b c A 35% controlled entity of one or more individuals and/or organization scleecibed in line 28a or 28b? If "Yes," complete Schedule L, Part IV 28c 29 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M 30 10 Did the organization receive contributions of art historical treasures, or other similar assets, or qualified conservation contributions self, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part I 31 20 Did the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 33 31 Did the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 34 32 Did the organization self, exchange, b	21				
28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions): A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV A Sass controlled entity of one or more individual sand/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV B A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV Part V B to the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule N, Part I B to the organization inguidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I B to the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part I B to the organization nearest on any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 B to the organization nearest on receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? B "Yes," complete Schedule R, Part V, line 2 Section 501(c)(3) organizations. Did the organization meet han 5% of its activities through an entity that is not a related organization? B "Yes," to line 35a, did the organization conduct more than 5% of i			27		x
instructions for applicable filing thresholds, conditions, and exceptions): a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? // ''es, ''complete Schedule L, Part IV	28		21		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? /// 28a b A family member of any individual described in line 28a? // *Yes, " complete Schedule L, Part IV 28b c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? /// 28c 29 Did the organization receive more than \$25,000 in noncash contributions? /// *Yes," complete Schedule M 28c 30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? // *Yes," complete Schedule M 29 31 Did the organization inquidate, terminate, or dissolve and cease operations? /// *Yes," complete Schedule N, Part I 31 32 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections \$01.7701-2 and 301.7701-3? // *Yes," complete Schedule R, Part I, III, or IV, and Part V, line 1 33 33 Did the organization related to any tax-exempt or taxable entity? If *yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 35a 34 Was the organization. Did the organization melae any transfers to an exempt non-charitable related organization? If *Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 35a 35a Did the organization. Did the organization make any transfers to an exempt non-charitable related organization? If *Yes," complete Schedule R, Part V, line 2	20				
"Yes," complete Schedule L, Part IV 28a b A family member of any individual described in line 28a? /f "Yes," complete Schedule L, Part IV 28b c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? /ff ? 29 Did the organization receive onore than \$25,000 in noncash contributions? /ff "Yes," complete Schedule M 29 30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? /ff "Yes," complete Schedule M 30 31 Did the organization liquidate, terminate, or dissolve and cease operations? /ff "Yes," complete Schedule N, Part I 31 32 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? /ff "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 33 34 Was the organization related to any tax-exempt or taxable entity? /f "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 34 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a 36 Hi "Yes," complete Schedule R, Part V, line 2 35a 37 Did the organization. Did the organization make any transfers to an exempt non-charitable related organization? 35a 37 Did the organization. Did the organization ma	~				
b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV 28b c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If 28c 29 Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M 29 30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule N, Part I 30 31 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part I 31 32 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 32 33 Did the organization neated to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 34 34 Was the organization have a controlled entity within the meaning of section 512(b)(13)? 35a 35a Did the organizations. Did the organization make any transfers to an exempt non-charitable related organization? 36 37 Did the organization complete Schedule O for Part VI, line 2 36 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?	a		200		x
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? // f 28c 29 Did the organization receive more than \$25,000 in noncash contributions? // f *Yes, * complete Schedule M 29 30 Did the organization receive more than \$25,000 in noncash contributions? // f *Yes, * complete Schedule M 29 31 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? // f *Yes, * complete Schedule N, Part I 31 32 Did the organization sequence than 25% of its net assets? // if *Yes, * complete Schedule N, Part I 31 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? // *Yes, * complete Schedule R, Part I 33 34 Was the organization related to any tax-exempt or taxable entity? // f *Yes, * complete Schedule R, Part I, III, or IV, and Part V, line 1 34 35a Did the organization neceive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? 35a b If *Yes * complete Schedule R, Part V, line 2 35b 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 37 <td< td=""><td>Ь</td><td></td><td></td><td></td><td>X</td></td<>	Ь				X
"Yes," complete Schedule L, Part IV 28c 29 Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M 29 30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M 30 31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I 31 32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part I 31 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 32 34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 34 35a Did the organization nave a controlled entity within the meaning of section 512(b)(13)? 35a b If "Yes," complete Schedule R, Part V, line 2 36 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? 37 37 Did the organization complete Schedule 0 and provide explanations on Schedule 0 for Part VI, lines 11 b and 19? 36 38 D					
29 Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M 29 30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule N, Part I 30 31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I 31 32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part I 32 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 34 Was the organization nelated to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 34 35a Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? 35a b If "Yes," complete Schedule R, Part V, line 2 35b 36 Section 501(c)(3) organizations. Did the organization make any transfers to a nexempt non-charitable related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part V 37 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b	С		00-		x
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M 30 31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I 31 32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part I 32 33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-3? If "Yes," complete Schedule R, Part I 33 34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part I, III, or IV, and Part V, line 1 34 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a b If "Yes," complete Schedule R, Part V, line 2 35b 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? 37 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 36 37 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 38 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines	00				X
contributions? /f "Yes," complete Schedule M 30 31 Did the organization liquidate, terminate, or dissolve and cease operations? /f "Yes," complete Schedule N, Part I 31 32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? /f "Yes," complete 32 33 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? /f "Yes," complete 32 34 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-3 rd "Yes," complete Schedule R, Part I 33 34 Was the organization related to any tax-exempt or taxable entity? /f "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 34 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? 36 37 Did the organization complete Schedule R, Part V, line 2 36 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 37 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 37 39 Did the organization complete Schedule O and provide explanations			29		
31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I 31 32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete 32 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 32 34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 34 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a b If "Yes," complete Schedule R, Part V, line 2 35b 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? 36 if "Yes," complete Schedule R, Part V, line 2 36 37 Did the organization complete Schedule R, Part V, line 2 36 38 Did the organization complete Schedule R any transfers to an exempt non-charitable related organization? 37 38 Did the organization complete Schedule Q and provide explanations on Schedule O for Part VI 37 39 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI 37	30				v
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete 32 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 34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 34 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 35b 35 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization 36 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 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 38 34 Statements Regarding Other IRS Filings and Tax Compliance Yes 1a R 1b 0 2 Did the organization comply with					X X
Schedule N, Part II 32 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 34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 34 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? 35a 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? 36 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 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 38 Note: All Form 990 filers are required to complete Schedule O 38 X Part V Statements Regarding Other IRS Filings and Tax Compliance 38 X 1a B 0 0 1 4 4 39 <td></td> <td></td> <td>31</td> <td></td> <td></td>			31		
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-3? If "Yes," complete Schedule R, Part I 33 34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 34 35a Did the organization neuron entity disregarded as separate from the organization under Regulations related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 34 35a Did the organization neuron entity within the meaning of section 512(b)(13)? 35a b If "Yes," to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? 35b 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? 37 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 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 38 Note: All Form 990 filers are required to complete Schedule O 38 X Part V Statements Regarding Other IRS Filings and Tax Compliance 1a	32				v
sections 301.7701-2 and 301.7701-3? /f "Yes," complete Schedule R, Part I 34 Was the organization related to any tax-exempt or taxable entity? /f "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? /f "Yes," complete Schedule R, Part V, line 2 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? /f "Yes," complete Schedule R, Part V, line 2 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? /f "Yes," complete Schedule R, Part V Statements Regarding Other IRS Filings and Tax Compliance Check if Schedule O contains a response or note to any line in this Part V 1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			32		X X
34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and 34 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a b If "Yes," to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 35b 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? 36 if "Yes," complete Schedule R, Part V, line 2 36 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 38 Did the organization complete Schedule O 37 39 Note: All Form 990 filers are required to complete Schedule O 38 X Part V Statements Regarding Other IRS Filings and Tax Compliance 38 X 1a 8 1b 0 0 0 c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? Yes	33	5 5 5 5 5			
Part V, line 1 34 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 35b 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? 36 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 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 38 Note: All Form 990 filers are required to complete Schedule O 38 X Part V Statements Regarding Other IRS Filings and Tax Compliance 1a 8 Check if Schedule O contains a response or note to any line in this Part V Yes 1a 1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1b 0 b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1b 0 c Did the organization comply with backup withholding rules for reporta			33		X X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> 35b 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? 36 37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> 37 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 38 Note: All Form 990 filers are required to complete Schedule O 38 X Part V Statements Regarding Other IRS Filings and Tax Compliance 1a 8 Check if Schedule O contains a response or note to any line in this Part V Yes 1a 1a Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1a 1b 0 b Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming 1c X	34		_		
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If</i> "Yes," <i>complete Schedule R, Part V, line 2</i>					X
within the meaning of section 512(b)(13)? /f "Yes," complete Schedule R, Part V, line 2 35b 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? 36 37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization 36 38 Did the organization complete Schedule Q and provide explanations on Schedule O for Part VI 37 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 38 Note: All Form 990 filers are required to complete Schedule O 38 X Part V Statements Regarding Other IRS Filings and Tax Compliance 38 Check if Schedule O contains a response or note to any line in this Part V Yes Yes 1a 8 0 0 b Enter the number of Forms W-2G included on line 1a. Enter -0· if not applicable 1a 8 b Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? 1c X			<u>35a</u>		X X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? 36 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 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 37 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 38 X Part V Statements Regarding Other IRS Filings and Tax Compliance 38 X Check if Schedule O contains a response or note to any line in this Part V Yes 1a 8 b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1b 0 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 X	b				
If "Yes," complete Schedule R, Part V, line 2 36 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 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 38 Note: All Form 990 filers are required to complete Schedule O 38 X Part V Statements Regarding Other IRS Filings and Tax Compliance 38 Check if Schedule O contains a response or note to any line in this Part V Yes 1a 8 0 b Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 8 b Enter the number of Forms W-2G included on 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 X			35b		<u> </u>
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 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 38 X Note: All Form 990 filers are required to complete Schedule O 38 X Part V Statements Regarding Other IRS Filings and Tax Compliance Check if Schedule O contains a response or note to any line in this Part V Yes 1a 8 1a 8 b Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 8 b Enter the number of Forms W-2G included on 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 X	36				
and that is treated as a partnership for federal income tax purposes? <i>If</i> "Yes," <i>complete Schedule R, Part VI</i>			36		<u> </u>
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 38 X Note: All Form 990 filers are required to complete Schedule O 38 X Part V Statements Regarding Other IRS Filings and Tax Compliance 38 X Check if Schedule O contains a response or note to any line in this Part V Yes Yes 1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 8 V b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1b 0 V c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? 1c X	37				
Note: All Form 990 filers are required to complete Schedule 0 38 X Part V Statements Regarding Other IRS Filings and Tax Compliance Yes Check if Schedule O contains a response or note to any line in this Part V Yes 1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 8 b Enter the number of Forms W-2G included on 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 X			37		<u> </u>
Part V Statements Regarding Other IRS Filings and Tax Compliance Check if Schedule O contains a response or note to any line in this Part V Yes 1a 1a 8 b Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 1a 8 b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1b 0 0 c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? 1c X	38				
Check if Schedule O contains a response or note to any line in this Part V 1a Yes b Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 8 b Enter the number of Forms W-2G included on 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 X	Der		38	Х	
1a 8 b Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 8 b Enter the number of Forms W-2G included on 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 1c X	Par				
1a 1a 8 b Enter the number of Forms W-2G included on 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 X		Check if Schedule O contains a response or note to any line in this Part V	<u></u>		\square
b Enter the number of Forms W-2G included on 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 X				Yes	No
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?					
(gambling) winnings to prize winners?					
	С				
332004 12-21-23 Form 990		(gambling) winnings to prize winners?			
	332004	12-21-23	Form	990	(2023)

12500114 131839 B118465

Form	990 (2023) LAWYERS CONCERNED FOR LAWYERS	41-1289	9825	P	age 5
Par	t V Statements Regarding Other IRS Filings and Tax Compliance (continued)				
				Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,				
	filed for the calendar year ending with or within the year covered by this return	2a	5		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax return	าร?	2b	Х	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule	0	3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other a	uthority over, a			
	financial account in a foreign country (such as a bank account, securities account, or other financial a	ccount)?	4a		X
b	If "Yes," enter the name of the foreign country				
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Ad	counts (FBAR).			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transact	tion?	5b		X
с	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	e organization solicit			
	any contributions that were not tax deductible as charitable contributions?		6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contribution	ons or gifts			
	were not tax deductible?		6b		
7	Organizations that may receive deductible contributions under section 170(c).				
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and ser	vices provided to the payor?	7a		X
			7b		
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it wa				
	to file Form 8282?		7c		x
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit co		7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contra		7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Fo		7g		
-	h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?				
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained		7h		
•	an an anti-structure the second business head in a structure during the second	by the	8		
9	Sponsoring organizations maintaining donor advised funds.		-		
	Did the sponsoring organization make any taxable distributions under section 4966?		9a		
			9b		
10	Section 501(c)(7) organizations. Enter:				
	Initiation fees and capital contributions included on Part VIII, line 12	10a			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	-		
	Section 501(c)(12) organizations. Enter:		-		
	Gross income from members or shareholders	11a			
	Gross income from other sources. (Do not net amounts due or paid to other sources against		-		
D D	amounts due or received from them.)	11b			
122	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form		12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	1041?	IZd		
ы 13	Section 501(c)(29) qualified nonprofit health insurance issuers.	160			
			120		
d	Is the organization licensed to issue qualified health plans in more than one state?		13a		
h	Enter the amount of reserves the organization is required to maintain by the states in which the				
U.		13b			
~	organization is licensed to issue qualified health plans	13c	-		
	Enter the amount of reserves on hand	•	140		x
			14a		
	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedul		14b		<u> </u>
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuner		4-		x
	excess parachute payment(s) during the year?		15		
40	If "Yes," see the instructions and file Form 4720, Schedule N.	:	-		v
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment	income?	16		X
-	If "Yes," complete Form 4720, Schedule O.				
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activity to the trust of the trust o				1
	that would result in the imposition of an excise tax under section 4951, 4952 or 4953?		17		
	If "Yes," complete Form 6069.			000	(0000)
332005	12-21-23		Form	220	(2023)

6

Form 990	(2023)
----------	--------

LAWYERS CONCERNED FOR LAWYERS

41-1289825 Page 6

X

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

Check if Schedule O contains a response or note to any line in this Part VI	
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	23			
	If there are material differences in voting rights among members of the governing body, or if the governing					
	body delegated broad authority to an executive committee or similar committee, explain on Schedule 0.					
b	Enter the number of voting members included on line 1a, above, who are independent	1b	23			
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		X
3	Did the organization delegate control over management duties customarily performed by or under the	e direc	t supervision			
	of officers, directors, trustees, or key employees to a management company or other person?			3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 9	90 wa	s filed?	4		X
5	Did the organization become aware during the year of a significant diversion of the organization's ass	ets?		5		X
6	Did the organization have members or stockholders?			6	Х	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or ap	point	one or			
	more members of the governing body?			7a	Х	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, st	ockho	lders, or			
	persons other than the governing body?			7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year					
а	The governing body?			8a	Х	
b	Each committee with authority to act on behalf of the governing body?			8b	Х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be read	ched a	t the	1		
	organization's mailing address? If "Yes," provide the names and addresses on Schedule O			9		X
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Re	venue	Code.)			
					Yes	No
10a	Did the organization have local chapters, branches, or affiliates?			10a		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such ch	apters	, 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	/ befoi	e filing the form?	11a	Х	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.					
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13			12a	Х	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise	to con	flicts?	12b	Х	
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Y	′es," a	escribe			
	on Schedule O how this was done			12c	Х	
13	Did the organization have a written whistleblower policy?			13	Х	
14	Did the organization have a written document retention and destruction policy?			14	Х	
15	Did the process for determining compensation of the following persons include a review and approva	l by in	dependent			
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?					
а	The organization's CEO, Executive Director, or top management official			15a	X	
b	Other officers or key employees of the organization			15b	Х	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.					
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangen	nent w	ith a			
	taxable entity during the year?			16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluat					
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organ	izatior	ı's			
0.0	exempt status with respect to such arrangements?			16b		
Sec	tion C. Disclosure					
17	List the states with which a copy of this Form 990 is required to be filed					
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and	nd 990	-T (section 501(c)(3)	s only)	availat	ole
	for public inspection. Indicate how you made these available. Check all that apply.					
	X Own website Another's website X Upon request X Other (explain)					
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, co	nflict o	of interest policy, and	d finan	cial	
	statements available to the public during the tax year.					
20	State the name, address, and telephone number of the person who possesses the organization's boo (651), 646 , 5500	ks an	d records			
	THE ORGANIZATION - (651) 646-5590	1 4				
	2550 UNIVERSITY AVE W STE 313N, SAINT PAUL, MN 551	. 1 4			000	(0000)
332006	12-21-23 7			Form	990	(2023)

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

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

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
 List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation.

Enter -0- in columns (D), (E), and (F) if no compensation was paid.

• List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."

• List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

• List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

• List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

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

Name and title Average hours per weak (ist ary hours for below line) Person and elected method below line) Person and elected method below line) Estimated method method method method method method method method method below line) Estimated method meth	(A)	(B)				C)			(D)	(E)	(F)
hours per veek (list any nours for related organizations below line) box. unsexpresents betwin mer and a direction per veek (list any line) compensation for related organizations line) compensation the unserveet generation per veek (list any line) compensation the unserveet generation per veek line) compensation the unserveet generation per veek line) anount of the unserveet generation per veek line) compensation the unserveet generation per veek line) anount of the unserveet generation per veek line) anount of the unserveet generation pr veek line anount of the unserveet generation p	Name and title	Average	(do					ane	Reportable	Reportable	Estimated
Week (ist ary hours for matter organizations organizations (w2/1089-MISC) log9-MISC (m2/1089-MISC) log9-MISC (m2/108-MISC) log9-MISC (m		hours per	box,	, unles	ss per	son i	s both	n an	compensation	compensation	amount of
(1) JOAN BIBELHAUSEN 40.00 x 123,752. 0. 14,382. (2) ANDREW MORING 1.00 x x 0. 0. 0. (3) JENNIFER ANDERSON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (5) KATHERINE MACRINNON 1.00 x x 0. 0. 0. (5) KATHERINE MACRINNON 1.00 x x 0. 0. 0. (6) CATILINROSE FISHER 1.00 x x 0. 0. 0. (7) KENDRA BRODIN 1.00 x 0. 0. 0. 0. DIRECTOR X 0. 0. <t< td=""><td></td><td>week</td><td></td><td>cer an</td><td>d a d</td><td>irecto</td><td>r/trus</td><td>tee)</td><td></td><td>from related</td><td></td></t<>		week		cer an	d a d	irecto	r/trus	tee)		from related	
(1) JOAN BIBELHAUSEN 40.00 x 123,752. 0. 14,382. (2) ANDREM MORING 1.00 x x 0. 0. 0. (3) JENNIFER ANDERSON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (5) KATHERINE MACKINNON 1.00 x x 0. 0. 0. (6) CATILINROSE FISHER 1.00 x x 0. 0. 0. (7) KENDRA BRODIN 1.00 x x 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (3) HOMARD CARP 1.00 X 0. <td></td> <td></td> <td>rector</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>J.</td> <td>•</td>			rector							J.	•
(1) JOAN BIBELHAUSEN 40.00 x 123,752. 0. 14,382. (2) ANDREM MORING 1.00 x x 0. 0. 0. (3) JENNIFER ANDERSON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (5) KATHERINE MACKINNON 1.00 x x 0. 0. 0. (6) CATILINROSE FISHER 1.00 x x 0. 0. 0. (7) KENDRA BRODIN 1.00 x x 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (3) HOMARD CARP 1.00 X 0. <td></td> <td></td> <td>or di</td> <td>ee</td> <td></td> <td></td> <td>ated</td> <td></td> <td></td> <td>•</td> <td></td>			or di	ee			ated			•	
(1) JOAN BIBELHAUSEN 40.00 x 123,752. 0. 14,382. (2) ANDREW MORING 1.00 x x 0. 0. 0. (3) JENNIFER ANDERSON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (5) KATHERINE MACRINNON 1.00 x x 0. 0. 0. (5) KATHERINE MACRINNON 1.00 x x 0. 0. 0. (6) CATILINROSE FISHER 1.00 x x 0. 0. 0. (7) KENDRA BRODIN 1.00 x 0. 0. 0. 0. DIRECTOR X 0. 0. <t< td=""><td></td><td></td><td>ustee</td><td>trust</td><td></td><td>e</td><td>suadi</td><td></td><td></td><td>1099-NEC)</td><td>•</td></t<>			ustee	trust		e	suadi			1099-NEC)	•
(1) JOAN BIBELHAUSEN 40.00 x 123,752. 0. 14,382. (2) ANDREW MORING 1.00 x x 0. 0. 0. (3) JENNIFER ANDERSON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (5) KATHERINE MACRINNON 1.00 x x 0. 0. 0. (5) KATHERINE MACRINNON 1.00 x x 0. 0. 0. (6) CATILINROSE FISHER 1.00 x x 0. 0. 0. (7) KENDRA BRODIN 1.00 x 0. 0. 0. 0. DIRECTOR X 0. 0. <t< td=""><td></td><td>l v</td><td>ual tr</td><td>tional</td><td></td><td>ploye</td><td>t com</td><td></td><td>1099-INEC)</td><td></td><td></td></t<>		l v	ual tr	tional		ploye	t com		1099-INEC)		
(1) JOAN BIBELHAUSEN 40.00 x 123,752. 0. 14,382. (2) ANDREM MORING 1.00 x x 0. 0. 0. (3) JENNIFER ANDERSON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. (5) KATHERINE MACKINNON 1.00 x x 0. 0. 0. (6) CATILINROSE FISHER 1.00 x x 0. 0. 0. (7) KENDRA BRODIN 1.00 x x 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (3) HOMARD CARP 1.00 X 0. <td></td> <td></td> <td>ndivid</td> <td>nstituf</td> <td>Officer</td> <td>(ey en</td> <td>Highes</td> <td>ormei</td> <td></td> <td></td> <td>organizations</td>			ndivid	nstituf	Officer	(ey en	Highes	ormei			organizations
(2) ANDREW MOHRING 1.00 x x x 0. 0. 0. CHAIR x x x 0. 0. 0. 0. (3) JENNIFER ANDERSON 1.00 x x 0. 0. 0. CHAIR-ELECT x x 0. 0. 0. 0. (4) AMANDA HARRINGTON 1.00 x x 0. 0. 0. SECRETAY x x 0. 0. 0. 0. 0. (5) KATHERINGTON 1.00 x x 0. 0. 0. (6) CAITLINROSE FISHER 1.00 x x 0. 0. 0. (7) KENDRA BRODIN 1.00 x 0. 0. 0. 0. DIRECTOR x 0. 0. 0. 0. 0. (9) HOWARD CARP 1.000 x 0. 0. 0. 0. DIRECTOR x 0. 0.	(1) JOAN BIBELHAUSEN	40.00			0	-		-			
CHAIR X X 0. 0. 0. (3) JENNIFER ANDERSON 1.00 X X 0. 0. 0. (3) JENNIFER ANDERSON 1.00 X X 0. 0. 0. (4) AMANDA HARRINGTON 1.00 X X 0. 0. 0. SECERTARY X X 0. 0. 0. 0. (5) KATHERINE MACKINNON 1.00 X X 0. 0. 0. (6) CATTLINROSE FISHER 1.00 X X 0. 0. 0. PAST-CHAIR X X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. </td <td>EXECUTIVE DIRECTOR</td> <td></td> <td>1</td> <td></td> <td>х</td> <td></td> <td></td> <td></td> <td>123,752.</td> <td>0.</td> <td>14,382.</td>	EXECUTIVE DIRECTOR		1		х				123,752.	0.	14,382.
(3) JENNIFER ANDERSON 1.00 X X 0. 0. 0. (4) AMAND HARRINGTON 1.00 X X 0. 0. 0. SECRETARY X X 0. 0. 0. 0. (5) KATHERINE MACKINNON 1.00 X X 0. 0. 0. PREASURER X X 0. 0. 0. 0. 0. (6) CATTLINROSE PISHER 1.00 X X 0. 0. 0. 0. PAST-CHAIR X X 0.	(2) ANDREW MOHRING	1.00									
CHAIR-ELECT X X X X 0. 0. 0. (4) AMANDA HARRINGTON 1.00 X X X 0. 0. 0. SECRETARY X X X 0. 0. 0. 0. TREASURER X X 0. 0. 0. 0. 0. (6) CATTLINROSE FISHER 1.00 X X 0. 0. 0. (7) KENDRA BRODIN 1.00 X X 0. 0. 0. (8) HON. TIMOTHY CAREY 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (9) HOWARD CARP 1.00 X 0. 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0.	CHAIR		Х		Х				0.	0.	0.
(4) AMANDA HARRINGTON 1.00 X X X 0. 0. 0. SECRETARY 1.00 X X X 0. 0. 0. 0. (5) KATHERINE MACKINNON 1.00 X X 0. 0. 0. 0. (5) KATHERINE MACKINNON 1.00 X X 0. 0. 0. (6) CATTLINROSE FISHER 1.00 X X 0. 0. 0. (7) KENDRA BRODIN 1.00 DIRECTOR X 0. 0. 0. (8) HON. TIMOTHY CAREY 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (10) BENATOR X 0. 0. 0. 0. 0. (11) EDMARD CASP 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0.	(3) JENNIFER ANDERSON	1.00									
SECRETARY X X X X 0. 0. 0. (5) KATHERINE MACKINNON 1.00 X X 0. 0. 0. TREASURER X X X 0. 0. 0. 0. G1 CATTLINROSE FISHER 1.00 X X 0. 0. 0. PAST-CHAIR X X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. OIRECTOR X 0. 0. 0. 0. 0. 0. DIRECTOR X 0. </td <td>CHAIR-ELECT</td> <td></td> <td>Х</td> <td></td> <td>X</td> <td></td> <td></td> <td></td> <td>0.</td> <td>0.</td> <td>0.</td>	CHAIR-ELECT		Х		X				0.	0.	0.
(5) KATHERINE MACKINNON 1.00 X X 0. 0. 0. (6) CAITLINROSE FISHER 1.00 X X 0. 0. 0. (7) KENDRA BRODIN 1.00 X 0. 0. 0. 0. 01RECTOR X 0. <td>(4) AMANDA HARRINGTON</td> <td>1.00</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	(4) AMANDA HARRINGTON	1.00									
TREASURER X X X X 0. 0. 0. PAST-CHAIR 1.00 X X X 0. 0. 0. PAST-CHAIR 1.00 X X X 0. 0. 0. (7) KENDRA BRODIN 1.00 X X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. DIRECTOR 1.00 X 0. 0. 0. 0. 0. DIRECTOR X 0. <td< td=""><td></td><td></td><td>X</td><td></td><td>Х</td><td></td><td></td><td></td><td>0.</td><td>0.</td><td>0.</td></td<>			X		Х				0.	0.	0.
(6) CAITLINROSE FISHER 1.00 X X X 0. 0. 0. PAST-CHAIR X X 0. 0. 0. 0. 0. OTRECTOR X 0. 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (10) BENJAMIN CARPENTER 1.00 X 0.		1.00									-
PAST-CHAIR X X X 0. 0. 0. (7) KENDRA BRODIN 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. (8) HON. TIMOTHY CAREY 1.00 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. DIRECTOR X 0.			Χ		X				0.	0.	0.
(7) KENDRA BRODIN 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. (8) HON. TIMOTHY CAREY 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. 0. (11) EWARD CASSIDY 1.00 X 0. <td> ,</td> <td>1.00</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td>	,	1.00									-
DIRECTOR X 0. 0. 0. (8) HON. TIMOTHY CAREY 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. (9) HOWARD CARP 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. (10) BENJAMIN CARPENTER 1.00 X 0. 0. 0. 0. (11) EDWARD CASSIDY 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (11) EDWARD CASSIDY 1.00 X 0. <t< td=""><td></td><td></td><td>Х</td><td></td><td>Х</td><td></td><td></td><td></td><td>0.</td><td>0.</td><td>0.</td></t<>			Х		Х				0.	0.	0.
(8) HON, TIMOTHY CAREY 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. (3) HOWARD CARP 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. (10) BENJAMIN CARPENTER 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. (11) EDWARD CASSIDY 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. (12) GRACE CHANIN 1.00 X 0. 0. 0. 0. 0. DIRECTOR X 0.		1.00									-
DIRECTOR X 0. <t< td=""><td></td><td></td><td>Х</td><td></td><td></td><td></td><td></td><td></td><td>0.</td><td>0.</td><td>0.</td></t<>			Х						0.	0.	0.
(9) HOWARD CARP 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. (10) BENJAMIN CARPENTER 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (11) EDWARD CASSIDY 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (12) GRACE CHANIN 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (13) PAUL CONICK 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. 0. (14) HON. MARTIN FALLON 1.00 X 0. 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0.	(8) HON. TIMOTHY CAREY	1.00									-
DIRECTOR X A O. O. <th< td=""><td></td><td></td><td>Х</td><td></td><td></td><td></td><td></td><td></td><td>0.</td><td>0.</td><td>0.</td></th<>			Х						0.	0.	0.
(10) BENJAMIN CARPENTER 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. (11) EDWARD CASSIDY 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (12) GRACE CHANIN 1.00 X 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. 0. (13) PAUL CORNICK 1.00 X 0.		1.00									-
DIRECTOR X 0. <t< td=""><td></td><td></td><td>Х</td><td></td><td></td><td></td><td></td><td></td><td>0.</td><td>0.</td><td>0.</td></t<>			Х						0.	0.	0.
(11) EDWARD CASSIDY 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. (12) GRACE CHANIN 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. (13) PAUL CORNICK 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. (14) HON. MARTIN FALLON 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. (15) HON. DONOVAN FRANK 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (16) KRIS FREDRICK 1.00 X 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. 0.	(10) BENJAMIN CARPENTER	1.00									
DIRECTOR X 0. <t< td=""><td></td><td></td><td>Х</td><td></td><td></td><td></td><td></td><td></td><td>0.</td><td>0.</td><td>0.</td></t<>			Х						0.	0.	0.
(12) GRACE CHANIN 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. (13) PAUL CORNICK 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (14) HON. MARTIN FALLON 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (15) HON. DONOVAN FRANK 1.00 X 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. 0. (16) KRIS FREDRICK 1.00 X 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (17) JONATHAN M. HOLSON 1.00 X 0. 0. 0. 0. 0. <td></td> <td>1.00</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td>		1.00									-
DIRECTOR X 0. <t< td=""><td></td><td></td><td>Х</td><td></td><td></td><td></td><td></td><td></td><td>0.</td><td>0.</td><td>0.</td></t<>			Х						0.	0.	0.
(13) PAUL CORNICK 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. (14) HON. MARTIN FALLON 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. (15) HON. DONOVAN FRANK 1.00 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. (16) KRIS FREDRICK 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. (17) JONATHAN M. HOLSON 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0.		1.00									-
DIRECTOR X 0. 0. 0. 0. (14) HON. MARTIN FALLON 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (15) HON. DONOVAN FRANK 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (16) KRIS FREDRICK 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0.			Х						0.	0.	0.
(14) HON. MARTIN FALLON 1.00 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. (15) HON. DONOVAN FRANK 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0. (16) KRIS FREDRICK 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0.		1.00									-
DIRECTOR X 0. <t< td=""><td></td><td></td><td>Х</td><td></td><td></td><td></td><td></td><td></td><td>0.</td><td>0.</td><td>0.</td></t<>			Х						0.	0.	0.
(15) HON. DONOVAN FRANK 1.00 0.		1.00									-
DIRECTOR X 0. <t< td=""><td></td><td></td><td>Х</td><td></td><td></td><td></td><td></td><td></td><td>0.</td><td>0.</td><td>0.</td></t<>			Х						0.	0.	0.
(16) KRIS FREDRICK 1.00 X 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. (17) JONATHAN M. HOLSON 1.00 X 0. 0. 0. 0. DIRECTOR X 0. 0. 0. 0. 0. 0.	(15) HON. DONOVAN FRANK	1.00									-
DIRECTOR X 0. <t< td=""><td></td><td></td><td>Х</td><td></td><td></td><td></td><td></td><td></td><td>0.</td><td>0.</td><td>0.</td></t<>			Х						0.	0.	0.
(17) JONATHAN M. HOLSON 1.00 X 0. 0		1.00									-
DIRECTOR X 0. 0. 0.			Х						0.	0.	0.
		1.00								_	-
	DIRECTOR		Х						0.	0.	

332007 12-21-23

Form 990 (2023)

8

Form 990 (202	3) LAWYERS (CONCERNE	D	FO	R	LA	WY	ER	RS	41-1289	825 Page 8
Part VII Se	ction A. Officers, Directors, Trus	tees, Key Emp	ploy	ees,	and	l Hig	ghes	t C	ompensated Employee	s (continued)	
	(A) Name and title	(B) Average hours per week	box	not cł , unles	ss per	ition more rson i	1 than o s both pr/trus	n an	(D) Reportable compensation	(E) Reportable compensation	(F) Estimated amount of
		(list any hours for related organizations below line)	Individual trustee or director	In stitutional trustee	Officer	Key em ployee	Highest compensated employee	Former	from the organization (W-2/1099-MISC/ 1099-NEC)	from related organizations (W-2/1099-MISC/ 1099-NEC)	other compensation from the organization and related organizations
(18) HON. L. DIRECTOR	AWRENCE JOHNSON	1.00	x						0.	0.	0.
(19) JUSTIN DIRECTOR	PAGE	1.00	x						0.	0.	0.
(20) LISA L DIRECTOR	DIN	1.00	x						0.	0.	0.
(21) VINCEN DIRECTOR	Г РНАМ	1.00	x						0.	0.	0.
(22) MAUREE	N REINHARDT	1.00	x						0.	0.	0.
(23) JUDE S	CHMIT	1.00	x						0.	0.	0.
(24) JORDAN DIRECTOR	VASSEL	1.00	x						0.	0.	0.
			-								
1b Subtotal	m continuation sheets to Part VI				-				123,752. 0.	0.	14,382.
d Total (ad	Id lines 1b and 1c) nber of individuals (including but n								123,752.	0.	14,382.
	sation from the organization)				1
	rganization list any former officer,	-			•	-		Ŭ	• • •		Yes No 3 X
4 For any i	If "Yes," complete Schedule J for sindividual listed on line 1a, is the su	m of reportabl	e co	mpe	ensa	tion	and	oth	ner compensation from the	ne organization	
5 Did any p	ed organizations greater than \$150 person listed on line 1a receive or a	ccrue compen	Isati	on fr	om	any	unre	elate	ed organization or individ	lual for services	4 X
	to the organization? <i>If "Yes," com</i> dependent Contractors	plete Schedule	e J fo	or su	ich <u>r</u>	oers	on .				5 X
•	e this table for your five highest con nization. Report compensation for t	•	•							· ·	tion from
	(A) Name and business			ONE					(B) Description of s		(C) compensation
			_								
	nber of independent contractors (ii) of compensation from the organi:	•	ot lin	nited	to	thos (ted	above) who received mo		
											Form 990 (2023)

332008 12-21-23

Check # Schedule O contains a response or note to any line in this Part VII. (A) (A) (C) (C) <th (c)<="" colspan="2" t<="" th=""><th></th><th></th><th></th><th>2023) LAWYERS CONCI</th><th>ERNED FOR</th><th>LAWYERS</th><th></th><th>41-1289</th><th>825 Page 9</th></th>	<th></th> <th></th> <th></th> <th>2023) LAWYERS CONCI</th> <th>ERNED FOR</th> <th>LAWYERS</th> <th></th> <th>41-1289</th> <th>825 Page 9</th>					2023) LAWYERS CONCI	ERNED FOR	LAWYERS		41-1289	825 Page 9
(A) Total revenue Polated or sexungt burbinter charles and the charles of the	Pa	rt V	/111	Statement of Revenue							
Total revenue Related or exempt function revenue Charles Building Content and building particular provide particular provide particular provide particular partite partent particular particular partent particular partic				Check if Schedule O contains a response	e or note to any lir	ne in this Part VIII	(=)				
Bot Membership dates 1b 59,327. Bottaded organizations 1b 59,327. Bottaded organizations 1b 611,500. Bottaded organizations 1b 611,500. Bottaded organizations 1b 112,574. Bottade organizations 1b 783,401. Bottade organizations 1b 78,702. Bottade organizations 60 900093 Bottade organizations 2,702. Bottade organizations 2,683. 2,683. Bottade organizations 0 900093 900093 Bottade organizations 0 900093 900093 900093 Bottade organizations 0 900093 900093 9							Related or exempt	Unrelated	Revenue excluded from tax under		
Bot Membership dates 1b 59,327. Bottaded organizations 1b 59,327. Bottaded organizations 1b 611,500. Bottaded organizations 1b 611,500. Bottaded organizations 1b 112,574. Bottade organizations 1b 783,401. Bottade organizations 1b 78,702. Bottade organizations 60 900093 Bottade organizations 2,702. Bottade organizations 2,683. 2,683. Bottade organizations 0 900093 900093 Bottade organizations 0 900093 900093 900093 Bottade organizations 0 900093 900093 9	ts ts	1	а	Federated campaigns 1a							
Busines Code Busines Code b OTHER PROGRAM REVENUE 542. c	ran										
Busines Code Busines Code b OTHER PROGRAM REVENUE 542. c	D D O U				59,327.						
Busines Code Busines Code b OTHER PROGRAM REVENUE 542. c	iifts ar A										
Busines Code Busines Code b OTHER PROGRAM REVENUE 542. c	s, G mila				611,500.						
Busines Code Busines Code b OTHER PROGRAM REVENUE 542. c	Sii			-	-						
Busines Code Busines Code b OTHER PROGRAM REVENUE 542. c	ber				112,574.						
Busines Code Busines Code b OTHER PROGRAM REVENUE 542. c	li tri		g	Noncash contributions included in lines 1a-1f							
Busines Code Busines Code b OTHER PROGRAM REVENUE 542. c	Col		h	Total. Add lines 1a-1f		783,401.					
90 07 PROGRAM REVENUE 900099 542. 542. 0					Business Code						
or Total. Add lines 11a-11d 2,702. a Total. Add lines 11a-11d 2,683. a Investment income (including dividends, interest, and other similar amounts) 2,683. 4 Income from investment of tax exempt bond proceeds 2,683. 5 Royatties 0 6 a Gross rents 6a 6 a Gross rents 6a 6 a Gross amount from sales of assets other than inventory 10 7 a Gross amount from sales of assets other than inventory 10 6 a Gross rents 6a 0 9 a 0 Securities 0 10 Securities 0 Other 2 11 A 10 Securities 0 Other 12 Total. Add lines 11a-11d Securities 0 Other 12 Total Gross income from fundraising events -27, 532. -27, 532. 9 Gross income from gaming activities 0 -27, 532. -27, 532. 12 Total Add lines 11a-11d 0 0	e	2	а	SPEAKING FEES & HONORA	541900						
or Total. Add lines 11a-11d 2,702. a Total. Add lines 11a-11d 2,683. a Investment income (including dividends, interest, and other similar amounts) 2,683. 4 Income from investment of tax exempt bond proceeds 2,683. 5 Royatties 0 6 a Gross rents 6a 6 a Gross rents 6a 6 a Gross amount from sales of assets other than inventory 10 7 a Gross amount from sales of assets other than inventory 10 6 a Gross rents 6a 0 9 a 0 Securities 0 10 Securities 0 Other 2 11 A 10 Securities 0 Other 12 Total. Add lines 11a-11d Securities 0 Other 12 Total Gross income from fundraising events -27, 532. -27, 532. 9 Gross income from gaming activities 0 -27, 532. -27, 532. 12 Total Add lines 11a-11d 0 0	e e		b	OTHER PROGRAM REVENUE	900099	542.	542.				
or Total. Add lines 11a-11d 2,702. a Total. Add lines 11a-11d 2,683. a Investment income (including dividends, interest, and other similar amounts) 2,683. 4 Income from investment of tax exempt bond proceeds 2,683. 5 Royatties 0 6 a Gross rents 6a 6 a Gross rents 6a 6 a Gross amount from sales of assets other than inventory 10 7 a Gross amount from sales of assets other than inventory 10 6 a Gross rents 6a 0 9 a 0 Securities 0 10 Securities 0 Other 2 11 A 10 Securities 0 Other 12 Total. Add lines 11a-11d Securities 0 Other 12 Total Gross income from fundraising events -27, 532. -27, 532. 9 Gross income from gaming activities 0 -27, 532. -27, 532. 12 Total Add lines 11a-11d 0 0	Se		с								
or Total. Add lines 11a-11d 2,702. a Total. Add lines 11a-11d 2,683. a Investment income (including dividends, interest, and other similar amounts) 2,683. 4 Income from investment of tax exempt bond proceeds 2,683. 5 Royatties 0 6 a Gross rents 6a 6 a Gross rents 6a 6 a Gross amount from sales of assets other than inventory 10 7 a Gross amount from sales of assets other than inventory 10 6 a Gross rents 6a 0 9 a 0 Securities 0 10 Securities 0 Other 2 11 A 10 Securities 0 Other 12 Total. Add lines 11a-11d Securities 0 Other 12 Total Gross income from fundraising events -27, 532. -27, 532. 9 Gross income from gaming activities 0 -27, 532. -27, 532. 12 Total Add lines 11a-11d 0 0	am eve		d								
or Total. Add lines 11a-11d 2,702. a Total. Add lines 11a-11d 2,683. a Investment income (including dividends, interest, and other similar amounts) 2,683. 4 Income from investment of tax exempt bond proceeds 2,683. 5 Royatties 0 6 a Gross rents 6a 6 a Gross rents 6a 6 a Gross amount from sales of assets other than inventory 10 7 a Gross amount from sales of assets other than inventory 10 6 a Gross rents 6a 0 9 a 0 Securities 0 10 Securities 0 Other 2 11 A 10 Securities 0 Other 12 Total. Add lines 11a-11d Securities 0 Other 12 Total Gross income from fundraising events -27, 532. -27, 532. 9 Gross income from gaming activities 0 -27, 532. -27, 532. 12 Total Add lines 11a-11d 0 0	ogr B		е								
3 Investment income (including dividends, interest, and other similar amounts) 2,683. 2,683. 4 Income from investment of tax exempt bond proceeds 5 Royatties 2 6 a Gross rents 6a (i) Personal 2 683. 6 a Gross rents 6a (ii) Personal 2 683. 7 a Gross menut from sales of assets other than inventory b b 5 7b b Less: cost or other basis and sales expenses 7a 7c 7d 7d 8 a Gross income from fundrasing events (not including \$	Pr		f	All other program service revenue							
other similar amounts) 2,683. 2,683. 4 income from investment of tax-exempt bond proceeds 5 5 Royatiles 0 6 a Gross rents 6a 0 b Less: rental expenses 6b 0 c Rental income or (loss) 6c 0 7 a Gross amount from sales of assets other than inventory 0 9 b Less: cost or other basis and sales expenses 0 0 c Gain or (loss) 7 7 7 8 a Gross income from fundralsing events (not including \$ 5,9,327. or contributions reported on line 10. See Part IV, line 18 0 0 9 a Gross income from gaming activities. See Part IV, line 19 9 3 0 0 9 a Gross income from gaming activities. See Part IV, line 19 9 9 0 0 9 a Gross income from gaming activities. See Or Part IV, line 19 9 0 0 0 9 a Gross income from gaming activities. See Or Part IV, line 19 9 0 0 0 9 a Gross income from gaming activities. See Or Part IV, line 19 0 0 0			g	Total. Add lines 2a-2f		2,702.					
4 Income from investment of tax-exempt bond proceeds 5 Royatties 6 a Gross rents b Less: rental expenses bb c Rental income of (loss) cc 7 a Gross anout from sales of 7 a Gross on other basis and sales supenses 0 0 Net rental income of (loss) 0 7 a Gross anout from sales of ross income from fundralising events (not including \$ 0 8 a Gross income from fundralising events (not including \$ 5 9 A tother reported on line 10, See Part IV, line 18 -27, 532. 9 a Gross income from gaming activities. See Part IV, line 19 -27, 532. 9 a Gross income from gaming activities. See Part IV, line 19 -27, 532. 9 b Less: cirect expenses 9 10 a dilowances 9 10 a dilowances 9 11 a -27, 22, 2, 27. 12 Total income or (loss) from gaming activities -27, 532. 10 0 -27, 532. 10 0 -27, 532. 11 0 -27, 532.		3		Investment income (including dividends, inter	rest, and						
5 Royalties (i) Real (ii) Personal 6 a Gross rents 6a (iii) Personal b Less: rental expenses 6b (iii) Personal c Rental income or (loss) 6c (iii) Personal 7 Gross amount from sales of assets other than inventory iiii) Securities (ii) Other assets other than inventory Iiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiii				other similar amounts)		2,683.	K		2,683.		
6 a Gross rents 6a (i) Real (i) Personal b Less: rental expenses 6b		4		Income from investment of tax-exempt bond	proceeds						
6 a Gross rents 6a 0 b Less: rental expenses 6b 0 c Rental income or (loss) 6c 0 7 a Gross amount from sales of assets other than inventory 10 10 10 y b Less: cost or other basis and sales expenses 7a 0) Securities 0) Other a d sales expenses 7a 0 10 10 a d sales expenses 7a 10 10 10 a Gross income from fundraising events (not including s		5									
b Less: rental expenses 6b				(i) Real	(ii) Personal						
c Rental income or (loss) Bc		6			_						
d Net rental income or (loss) (i) Securities (ii) Other assets other than inventory b Less: cost or other basis and sales expenses 7a 7a 7a 7a 7a (ii) Securities (iii) Other assets other than inventory b Less: cost or other basis and sales expenses 7b 7c 7c d Net gain or (loss) 7c 7c and sales expenses 7b 7c 7c<!--</th--><th></th><th></th><td></td><td>· ···</td><td></td><td></td><td></td><td></td><td></td>				· ···							
7 a Gross amount from sales of assets other than inventory (i) Securities (ii) Other 7a 7a 7a 7a 7a 75 7a											
assets other than linventory Ta Ta b Less: cost or other basis and sales expenses Tb Tc c Gain or (loss) Tc Tc d Net gain or (loss) Tc Tc 8 a Gross income from fundraising events (not including \$59, 327. or contributions reported on line 1c). See Part IV, line 18 Ba 8 a \$, 528. b Less: direct expenses Bb 36, 060. -27, 532. 9 a Gross income from gaming activities. See Part IV, line 19 9a 9a 9 b Less: direct expenses Bb 36, 060. -27, 532. 9 a Gross income from gaming activities. See Part IV, line 19 9a 9a 9 b Less: direct expenses Bb 36 -27, 532. 9 a Gross income from gaming activities -27, 532. -27, 532. 9 a Gross sales of inventory, less returns and allowances 10a 10a 10 a Gross sales of inventory, less returns and allowances 10a 10a a dallowances 10a 10b 10b c All all other revenue 4ll other revenue -27, 254. 2, 702. 0. 12 Total revenue. See instructions Total, Add lines 11a:11d -24, 849. <th></th> <th></th> <td></td> <td>· · · · · · · · · · · · · · · · · · ·</td> <td></td> <td></td> <td></td> <td></td> <td></td>				· · · · · · · · · · · · · · · · · · ·							
B Less: cost or other basis and sales expenses 7b c Gain or (loss) 7c d Net gain or (loss) 7c 8 Gross income from fundraising events (not including \$59,327.of contributions reported on line 1c). See Part IV, line 18 8a 8,528.b b Less: direct expenses 8b 36,060.b c Net income or (loss) from fundraising events -27,532. -27,532.b 9 a Gross income from gaming activities. See Part IV, line 19 9a 9b 9b b Less: direct expenses 9b 9b 9c 9c 10 a Gross sales of inventory, less returns and allowances 10a 10a 10a b Less: cost of goods sold 10b 10c 10c 10c c Net income or (loss) from sales of inventory 0a 0a 0a 0a b Less: cost of goods sold 10b 0a 0a 0a 0a c All other revenue 0 0 0 0 0 0 c All other revenue 0 0 0 0 <td< th=""><th></th><th>7</th><td>а</td><td></td><td>(II) Other</td><td></td><td></td><td></td><td></td></td<>		7	а		(II) Other						
and sales expenses 7b c Gain or (loss) 7c d Net gain or (loss) 7c oc contributions reported on line 1c). See 8a 8,528. part IV, line 18 8b 36,060. e Net income or (loss) from fundraising events -27,532. 9a Gross income from gaming activities. See 9a pat IV, line 19 9a 9b b Less: direct expenses 9b c Net income or (loss) from gaming activities. See 9a pb Less: cost of goods sold 10b c Net income or (loss) from sales of inventory Net income or (loss) from sales of inventory b Less: cost of goods sold 10b 10b c Net income or (loss) from sales of inventory Net income or (loss) from sales of inventory c Net income or (loss) from sales of inventory <t< th=""><th></th><th></th><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>											
Sec Gain or (loss) Tc Tc d Net gain or (loss)	•		b								
a Net gan or (loss)	nue		_			1					
8 a Gross income from fundraising events (not including \$59,327. of contributions reported on line 1c). See Part IV, line 188a 8,528. a 8,528. b Less: direct expenses8b 36,060. c. Net income or (loss) from fundraising events7532. -27,532. 9 a Gross income from gaming activities. See Part IV, line 199b 9a9b 9a b Less: direct expenses 9a 9a -27,532. 0 a Gross sincome from gaming activities 0 a Gross sales of inventory, less returns and allowances 10a				. ,							
contributions reported on line 1c). See Ba 8,528. Part IV, line 18 Bb 36,060. c Net income or (loss) from fundraising events -27,532. 9 a Gross income from gaming activities. See 9a Part IV, line 19 9a b Less: direct expenses 9b c Net income or (loss) from gaming activities. See 9a Part IV, line 19 9a 9b b Less: direct expenses 9b c Net income or (loss) from gaming activities -27,532. 10 a Gross sales of inventory, less returns and allowances 10a b Less: cost of goods sold 10b c Net income or (loss) from sales of inventory Business Code gametric Business Code -27,22. d All other revenue -27,22. e Total revenue. See instructions 761,254. 2,702. 0. -24,849.	ner R			-							
Part IV, line 18 Ba 8, 528. b Less: direct expenses Bb 36, 060. c Net income or (loss) from fundraising events -27, 532. -27, 532. 9 a Gross income from gaming activities. See Part IV, line 19 9a 9b -27, 532. b Less: direct expenses 9a 9b -27, 532. -27, 532. c Net income or (loss) from gaming activities -27, 532. -27, 532. -27, 532. 10 a Gross sales of inventory, less returns and allowances 9b	Oth			including \$59,327. of							
b Less: direct expenses Bb 36,060. c Net income or (loss) from fundraising events -27,532. -27,532. 9 a Gross income from gaming activities. See Part IV, line 19 9a 9b 9b b Less: direct expenses 9b 9b 0 0 c Net income or (loss) from gaming activities 0a 0 0 10 a Gross sales of inventory, less returns and allowances 10a 0a 0 0 b Less: cost of goods sold 10b 0 0 0 0 c Net income or (loss) from sales of inventory Business Code 0 0 0 f I1 a Business Code 0 0 0 0 0 c All other revenue 0 </th <th></th> <th></th> <td></td> <td>contributions reported on line 1c). See</td> <td></td> <td></td> <td></td> <td></td> <td></td>				contributions reported on line 1c). See							
c Net income or (loss) from fundraising events -27,532. -27,532. 9 a Gross income from gaming activities. See 9a 9a b Less: direct expenses 9b 9b c Net income or (loss) from gaming activities -27,532. 10 a Gross sales of inventory, less returns and allowances 10a b Less: cost of goods sold 10b c Net income or (loss) from sales of inventory -27,532. solution Image: solution of the sales of inventory is a set of inventory is a set of inventory -27,532. d All other revenue Business Code -27,532. int a											
9 a Gross income from gaming activities. See Part IV, line 19 9a b Less: direct expenses 9b c Net income or (loss) from gaming activities 0 10 a Gross sales of inventory, less returns and allowances 10a b Less: cost of goods sold 10b c Net income or (loss) from sales of inventory 0 b Less: cost of goods sold 10b c Net income or (loss) from sales of inventory 0 b Less: cost of goods sold 0 c Net income or (loss) from sales of inventory 0 c All other revenue 0 e Total. Add lines 11a-11d 761, 254. 2, 702. 0.			b	Less: direct expenses8	<u>ь 36,060.</u>						
Part IV, line 19 9a b Less: direct expenses 9b c Net income or (loss) from gaming activities 0 10 a Gross sales of inventory, less returns and allowances 10a b Less: cost of goods sold 10b c Net income or (loss) from sales of inventory 0 b Less: cost of goods sold 10b c Net income or (loss) from sales of inventory 0 generative 0 t I1 a 0 b 0 c 0 d All other revenue 0 e Total. Add lines 11a-11d 761, 254. 2, 702. 0.						-27,532.			-27,532.		
b Less: direct expenses 9b 0 c Net income or (loss) from gaming activities 0 10 a Gross sales of inventory, less returns and allowances 10a 10a 10b 0 b Less: cost of goods sold 10b 0 c Net income or (loss) from sales of inventory 0 c Net income or (loss) from sales of inventory 0 b Less: cost of goods sold 10b 0 c Net income or (loss) from sales of inventory 0 c Net income or (loss) fr		9	а								
c Net income or (loss) from gaming activities 10 a Gross sales of inventory, less returns and allowances b Less: cost of goods sold c Net income or (loss) from sales of inventory c Net income or (loss) from sales of inventory 11 a Business Code b Sec c All other revenue e Total. Add lines 11a-11d 12 Total revenue. See instructions						-					
10 a Gross sales of inventory, less returns and allowances 10a 10a b Less: cost of goods sold 10b 0b c Net income or (loss) from sales of inventory 0 0 11 a b c Business Code 0 ab c 0 0 0 ab c 0 0 0 ab c 0 0 0 ab c 0 0 0 c 0 0 0 d All other revenue e 0 0 0 12 Total revenue. See instructions 761,254. 2,702. 0. -24,849.					b						
and allowances 10a b Less: cost of goods sold c Net income or (loss) from sales of inventory 11 a Business Code b Business Code c Image: Code d All other revenue e Total revenue. See instructions 12 Total revenue. See instructions					·····						
b Less: cost of goods sold 10b 6 6 761,254. 2,702. 024,849.		10	а	-							
c Net income or (loss) from sales of inventory 11 a Business Code b			_			-					
Business Code Image: Code Image: Code Image: Code b Image: Code Image: Code Image: Code Image: Code b Image: Code Image: Code Image: Code Image: Code Image: Code b Image: Code Image: Code <th></th> <th></th> <td></td> <td>°</td> <td></td> <td></td> <td></td> <td></td> <td></td>				°							
11 a			С	Net income or (loss) from sales of inventory							
e Total. Add lines 11a-11d 761,254. 2,702. 0. -24,849.	sr										
e Total. Add lines 11a-11d 761,254. 2,702. 0. -24,849.	eor										
e Total. Add lines 11a-11d 761,254. 2,702. 0. -24,849.	llan /eni										
e Total. Add lines 11a-11d 761,254. 2,702. 0. -24,849.	Sce							+			
12 Total revenue. See instructions 761,254. 2,702. 0. -24,849.	Μi										
						761 254	2 702	0	-24 849		
	33200					,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			Form 990 (2023)		

LAWYERS CONCERNED FOR LAWYERS

332009 12-21-23

Page **9**

41-1289825

LAWYERS CONCERNED FOR LAWYERS Part IX Statement of Functional Expenses

Sect	ion 501(c)(3) and 501(c)(4) organizations must compl	ete all columns. All othe	r organizations must con	nplete column (A).	
	Check if Schedule O contains a respons			()	
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations				
	and domestic governments. See Part IV, line 21				
2	Grants and other assistance to domestic				
	individuals. See Part IV, line 22	1,784.	1,784.		
3	Grants and other assistance to foreign				
	organizations, foreign governments, and foreign				
	individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors,	141 000	114 044	04 104	0 0 0 0
	trustees, and key employees	141,906.	114,944.	24,124.	2,838.
6	Compensation not included above to disqualified				
	persons (as defined under section $4958(f)(1)$) and				
	persons described in section 4958(c)(3)(B)	201 120	244,326.	40 517	7 007
7	Other salaries and wages	301,130.	244,320.	49,517.	7,287.
8	Pension plan accruals and contributions (include	200		254	26
~	section 401(k) and 403(b) employer contributions)	390. 37,750.	28,991.	354. 7,857.	36. 902.
9	Other employee benefits	33,294.	27,023.	5,510.	<u> </u>
10	Payroll taxes	55,294.	21,023.	5,510.	/01.
11	Fees for services (nonemployees):				
a	Management				
b		16,958.		16,958.	
C c	0 F	10,950.		10,950.	
d	, o F				
e					
f	Investment management fees				
g	Other. (If line 11g amount exceeds 10% of line 25,	13,945.	2,516.	11,429.	
40	column (A), amount, list line 11g expenses on Sch 0.)	21,746.	16,034.	635.	5,077.
12	Advertising and promotion	13,027.	10,398.	1,989.	640.
13 14	Office expenses Information technology	8,457.	6,864.	1,400.	193.
14 15	Royalties	0,45,7	0,0040	1,100.	195.
15 16		61,494.	49,911.	10,177.	1,406.
17	Occupancy Travel	11,783.	11,783.	10,17,	1,100.
17 18	Payments of travel or entertainment expenses	11,705.	11,705.		
10	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest				
20 21	Payments to affiliates				
22	Depreciation, depletion, and amortization	7,571.	6,145.	1,253.	173.
23	Insurance	9,692.	6,561.	2,969.	162.
23 24	Other expenses. Itemize expenses not covered	-,	.,	_,	
64	above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A),				
	amount, list line 24e expenses on Schedule 0.)	65 500	CE EDD		
a	MENTAL & CHEMICAL HEALT	65,522. 5,721.	65,522. 5,621.	100	
b	STAFF DEVELOPMENT	5,/41.	J,041.	100.	
с С					
d	All other expenses				
е 25	Total functional expenses. Add lines 1 through 24e	752,170.	598,423.	134,272.	19,475.
25 26	Joint costs. Complete this line only if the organization	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	555, 125.		
20	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.				
	Check here if following SOP 98-2 (ASC 958-720)				

332010 12-21-23

Form 990 (2023)

12500114 131839 B118465

Part X | Balance Sheet Check if Schedule O contains a response or note to any line in this Part X **(A)** Beginning of year **(B)** End of year 537,123. 482,750. Cash - non-interest-bearing 1 50,314. 54,761. Savings and temporary cash investments 2 52,142. 10,461. 3 Pledges and grants receivable, net 3 4 Accounts receivable, net 4 5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons 5 Loans and other receivables from other disqualified persons (as defined 6 under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) Notes and loans receivable, net 7

Asse	8	Inventories for sale or use				8	
Âŝ	9	Prepaid expenses and deferred charges			6,641.	9	6,601.
	10a	Land, buildings, and equipment: cost or other					
		basis. Complete Part VI of Schedule D	10a	81,256. 65,795.			
	b	Less: accumulated depreciation	10b	65,795.	23,032.	10c	15,461.
	11	Investments - publicly traded securities				11	
	12	Investments - other securities. See Part IV, line 1	1			12	
	13	Investments - program-related. See Part IV, line 1	1			13	
	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11			107,463.	15	88,230.
	16	Total assets. Add lines 1 through 15 (must equa	I line 33)	722,342.	16	712,637.
	17	Accounts payable and accrued expenses			18,441.	17	17,931.
	18	Grants payable				18	
	19	Deferred revenue				19	
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Complete F	art IV of	Schedule D		21	
ş	22	Loans and other payables to any current or form	er office	r, director,			
litie		trustee, key employee, creator or founder, substa	antial co	ntributor, or 35%			
Liabilities		controlled entity or family member of any of thes	e persor	IS		22	
	23	Secured mortgages and notes payable to unrelate	ed third	parties		23	
	24	Unsecured notes and loans payable to unrelated	third pa	Irties		24	
	25	Other liabilities (including federal income tax, pay	ables to	related third			
		parties, and other liabilities not included on lines	17-24). (Complete Part X			
		of Schedule D			105,278. 123,719.	25	86,999. 104,930.
	26				123,719.	26	104,930.
~		Organizations that follow FASB ASC 958, chee	ck here	X			
Balances		and complete lines 27, 28, 32, and 33.					
Ilan	27	Net assets without donor restrictions			532,706.	27	<u>534,134</u> . 73,573.
Ba	28	Net assets with donor restrictions			65,917.	28	73,573.
nnc		Organizations that do not follow FASB ASC 95	68, chec	k here			
ŗ		and complete lines 29 through 33.					
ts o	29	Capital stock or trust principal, or current funds				29	
sse	30	Paid-in or capital surplus, or land, building, or eq				30	
Net Assets or Fund	31	Retained earnings, endowment, accumulated inc	ome, or	other funds		31	
Ne	32				598,623.	32	607,707.
	33	Total liabilities and net assets/fund balances			722,342.	33	712,637.
							Form 990 (2023)

Form 990 (2023)

1

2

6

ŝ 7

	1 990 (2023) LAWYERS CONCERNED FOR LAWYERS	41-128	<u>9825</u>	Pa	_{.ge} 12
Pa	rt XI Reconciliation of Net Assets				
	Check if Schedule O contains a response or note to any line in this Part XI				
1	Total revenue (must equal Part VIII, column (A), line 12)	1			54.
2	Total expenses (must equal Part IX, column (A), line 25)	2			70.
3	Revenue less expenses. Subtract line 2 from line 1	3			84.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	59	<u>8,6</u>	23.
5	Net unrealized gains (losses) on investments	5			
6	Donated services and use of facilities	6			
7	Investment expenses	7			
8	Prior period adjustments	8			
9	Other changes in net assets or fund balances (explain on Schedule O)	9			0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,				
	column (B))	10	60	7,7	07.
Pa	rt XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII		<u></u>		X
				Yes	No
1	Accounting method used to prepare the Form 990: Cash X Accrual Other				
	If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule	О.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		X
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	on a			
	separate basis, consolidated basis, or both:				
	Separate basis Consolidated basis Both consolidated and separate basis				
b	Were the organization's financial statements audited by an independent accountant?		2b	Х	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate	basis,			
	consolidated basis, or both:				
	X Separate basis Consolidated basis Both consolidated and separate basis				
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the				
	review, or compilation of its financial statements and selection of an independent accountant?		2c	Х	
	If the organization changed either its oversight process or selection process during the tax year, explain on Sch	edule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the				<u></u>
	Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		3a		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required				
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits		3b	000	
			Form	990	(2023)

Form **990** (2023)

Department of the Treasury Internal Revenue Service

(Form 990)

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section

4947(a)(1) nonexempt charitable trust. Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047
2023
Open to Public Inspection

Name of the organization

Nam	e of t	he organization							identification number
_				NED FOR LAWY					1-1289825
Pa	τı	Reason for Public (Charity Status.	(All organizations must c	omplete th	nis part.) S	ee instruction	S.	
The o	organ	ization is not a private found			•				
1		A church, convention of ch				n 170(b)(1	I)(A)(i).		
2		A school described in sect							
3		A hospital or a cooperative					-		
4		A medical research organiz	ation operated in cor	njunction with a hospital	described	in sectio	n 170(b)(1)(A)(iii). Enter	the hospital's name,
_		city, and state:						- 14	
5		An organization operated for		lege or university owned	or operation	ed by a go	vernmental u	nit describe	ed in
c		section 170(b)(1)(A)(iv).					(.)		
6	X	A federal, state, or local gov	-						auchtia alaganikaatin
7	<u>_</u>	An organization that norma section 170(b)(1)(A)(vi). (C	-	mai part of its support in	om a gove	ernmental	unit of from tr	ie general j	Sublic described in
8		A community trust describe			+ 11)				
9		An agricultural research org			-	ed in conit	inction with a	land-grant	college
•		or university or a non-land-g	-					-	•
		university:				,			
10		An organization that norma	Illy receives (1) more	than 33 1/3% of its supp	ort from c	ontributior	ns, membersh	ip fees, and	d gross receipts from
		activities related to its exem							
		income and unrelated busir	ness taxable income	(less section 511 tax) fro	m busines	ses acqui	red by the org	anization a	after June 30, 1975.
		See section 509(a)(2). (Con	mplete Part III.)						
11		An organization organized a	and operated exclusi	vely to test for public sa	fety. See	section 50)9(a)(4).		
12		An organization organized a	and operated exclusi	vely for the benefit of, to	perform t	ne functio	ns of, or to ca	rry out the	purposes of one or
		more publicly supported or	ganizations describe	d in section 509(a)(1) d	r section	509(a)(2).	See section !	509(a)(3). (Check the box on
		lines 12a through 12d that	• •					-	
а		Type I. A supporting orga				-			
		the supported organization			majority o	f the direc	tors or truste	es of the su	upporting
		organization. You must o	-						
b		Type II. A supporting org	-				-		•
		control or management o			ame perso	ns that col	ntroi or mana	ge the supp	Dorted
с		organization(s). You mus Type III functionally inte			in connect	ion with	and functional	ly integrate	ad with
C		its supported organization						ly integrate	a with,
d		Type III non-functionally		-				ted organiz	zation(s)
		that is not functionally int						-	
		requirement (see instructi			•		-		
е		Check this box if the orga		-				II, Type III	
		functionally integrated, or							
f	Ente	er the number of supported o	organizations						
g		vide the following information		()					
	(i) Name of supported	(ii) EIN	(iii) Type of organization (described on lines 1-10	(IV) Is the orga in your governi	inization listed ng document?	(v) Amount of	,	(vi) Amount of other
		organization		above (see instructions))	Yes	No	support (see ir	istructions)	support (see instructions)
Tota									

Schedule A (Form 990) 2023 Part II Support Sch

LAWYERS CONCERNED FOR LAWYERS

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

Sec	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")	642,467.	709,838.	724,097.	754,495.	783,401.	3614298.
2	Tax revenues levied for the organ-						
	ization'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	<u></u>				-	
4	Total. Add lines 1 through 3	642,467.	709,838.	724,097.	754,495.	783,401.	3614298.
5							
	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)						3614298.
	Public support. Subtract line 5 from line 4.						3014298.
		(-) 0010	(1-) 0000	(2) 0001	(4) 0000	(-) 0000	
	ndar year (or fiscal year beginning in)	(a) 2019 642,467.	(b) 2020 709,838.	(c) 2021 724,097.	(d) 2022 754,495.	(e)2023 783,401.	(f) Total 3614298.
-	Amounts from line 4 Gross income from interest,	042,407.	105,050.	124,057.	754,455	705,401.	5014250.
8	·						
	dividends, payments received on securities loans, rents, royalties,						
	and income from similar sources	482.	583.	735.	1,966.	2,683.	6,449.
٩	Net income from unrelated business	1021	505.	,551	1,5001	2,0031	0,1190
3	activities, whether or not the						
	business is regularly carried on						
10	Other income. Do not include gain						
	or loss from the sale of capital						
	assets (Explain in Part VI.)		*		5,800.		5,800.
11	Total support. Add lines 7 through 10				,		3626547.
	Gross receipts from related activities,	etc. (see instructio	ons)			12	2,702.
	First 5 years. If the Form 990 is for th			fourth, or fifth tax y	/ear as a section 5	01(c)(3)	
	organization, check this box and stop	o here					
Sec	ction C. Computation of Publi	c Support Per	centage				
14	Public support percentage for 2023 (I	ine 6, column (f), d	ivided by line 11, c	olumn (f))		14	99.66 %
	Public support percentage from 2022					15	99.66 %
16a	33 1/3% support test - 2023. If the o	organization did no	t check the box or	n line 13, and line 1	14 is 33 1/3% or m	ore, check this bo>	
	stop here. The organization qualifies		-				
b	33 1/3% support test - 2022. If the o	organization did no	t check a box on l	ine 13 or 16a, and	line 15 is 33 1/3%	or more, check thi	s box
	and stop here. The organization qual						
17a	10% -facts-and-circumstances test						
	and if the organization meets the fact			-	-	VI how the organiz	ation
	meets the facts-and-circumstances te	•		,	•		
b	10% -facts-and-circumstances test						10% or
	more, and if the organization meets the						
	organization meets the facts-and-circu		-		• •		
18	Private foundation. If the organization	n did not check a l	box on line 13, 16a	a, 16b, 17a, or 17b	o, check this box a		
						Schedule A	(Form 990) 2023

332022 12-21-23

A (Form 990)		CONCERNED	

LAWYERS CONCERNED FOR LAWYERS

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

Sec	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 20	23 (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 per- formed, 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 bus- iness under section 513						
4							
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						
	Public support. (Subtract line 7c from line 6.)						
Sec	ction B. Total Support				1		
	ndar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 202	23 (f) Total
	Amounts from line 6						
10 <i>a</i>	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						
	Add lines 10a and 10b Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
	Total support. (Add lines 9, 10c, 11, and 12.)						
14	First 5 years. If the Form 990 is for the	ne organization's fi	rst, second, third, f	ourth, or fifth tax	year as a section s	501(c)(3) org	anization,
	ction C. Computation of Public						
	Public support percentage for 2023 (I		•			15	%
	Public support percentage from 2022 ction D. Computation of Invest					16	%
	Investment income percentage for 20		•			17	0/
						17	<u> </u>
	Investment income percentage from 33 1/3% support tests - 2023. If the			on line 14 and line			// line 17 is not
198	more than 33 1/3%, check this box a						
h	33 1/3% support tests - 2022. If the						1/3%. and
~	line 18 is not more than 33 1/3%, che						
20	Private foundation. If the organization			•	. ,	•	
	23 12-21-23						edule A (Form 990) 2023

16

LAWYERS CONCERNED FOR LAWYERS

1

Yes No

Part IV | Supporting Organizations

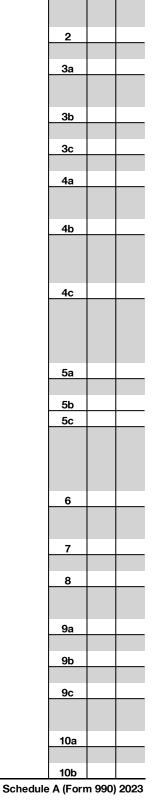
(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and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

Section A. All Supporting Organizations

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

17

332024 12-21-23



hedule A (Form	990) 2023	LAWYERS	CONCERNED	FOR	LAWYERS	
----------------	-----------	---------	-----------	-----	---------	--

No

Ра	Supporting Organizations (continued)		
		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?		
а	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and		
	11c below, the governing body of a supported organization? 11a		
b	A family member of a person described on line 11a above? 11b		
с	A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide		
	detail in Part VI. 11c		
Sec	tion B. Type I Supporting Organizations		
		Yes	No
1	Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the		
	supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
2	Did the organization operate for the benefit of any supported organization other than the supported		
	organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in		
	Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated,		
	supervised, or controlled the supporting organization. 2		
Sec	tion C. Type II Supporting Organizations		
		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors		
	or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control		
	or management of the supporting organization was vested in the same persons that controlled or managed		
	the supported organization(s).		

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

<u>supported organizations played in this regard.</u> Section E. Type III Functionally Integrated Supporting Organizations

1	Check the box next to the method that the organization used to sat	isfy the Integral Part Test duri	ng the vear (see instruction	s).
	Check the box next to the method that the organization used to sai	isiy the integral Part Test duri	ng ine year (see manuci	

a The organization satisfied the Activities Test. Complete line 2 below.

b		The organization	is the parent of	f each of its support	ed organizations.	Complete line 3 below.
---	--	------------------	------------------	-----------------------	-------------------	------------------------

с		The organization	supported a	governmental entity.	Describe in Part	I how	you supported a	governmental entity	(see instruction <u>s).</u>
---	--	------------------	-------------	----------------------	------------------	-------	-----------------	---------------------	-----------------------------

18

- 2 Activities Test. Answer lines 2a and 2b below.
- a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in **Part VI identify those supported organizations and explain** how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.
- b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.
- **3** Parent of Supported Organizations. **Answer lines 3a and 3b below.**

a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *If* "Yes" or "No" provide details in **Part VI.**

b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? *If "Yes," describe in* **Part VI** *the role played by the organization in this regard.*

3b | | Schedule A (Form 990) 2023

З

2a

2b

3a

Yes No

332025 12-21-23

Schedule A	(Form 990)) 2023
Part V	Type III	No

(Form 990) 2023	LAWYERS	CONCERNED	FOR	LAWYERS	
Type III Non-Funct	ionally Integra	ated 509(a)(3) S	uppor	ting Organizati	ons

1	Check here if the organization satisfied the Integral Part Test as a qualifying the All other Type III non-functionally integrated supporting organizations must contain the support of th			Part VI). See instructions.
Sect	ion A - Adjusted Net Income	Inplet	(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3.	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or			
	collection of gross income or for management, conservation, or			
	maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Sect	ion B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see			
	instructions for short tax year or assets held for part of year):			
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	Discount claimed for blockage or other factors			
	(explain in detail in Part VI):			
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d.	3		
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 0.035.	6		
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		
	ion C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1		
2	Enter 0.85 of line 1.	2		
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4	Enter greater of line 2 or line 3.	4		
5	Income tax imposed in prior year	5		
6	Distributable Amount. Subtract line 5 from line 4, unless subject to			
	emergency temporary reduction (see instructions).	6		
7	Check here if the current year is the organization's first as a non-functionally in	ntegra	ted Type III supporting orga	anization (see

instructions).

Schedule A (Form 990) 2023

332026 12-21-23

e Excess from 2023

Schedule A (Form 990) 2023 LAWYERS CONCERNED FOR LAWYERS 4 Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued) (continued)

Secti	on D - Distributions				Current Year
1	Amounts paid to supported organizations to accomplish exer	mpt purposes		1	
2	Amounts paid to perform activity that directly furthers exemp	t purposes of supported			
	organizations, in excess of income from activity			2	
3	Administrative expenses paid to accomplish exempt purpose	es of supported organizations	3	3	
4	Amounts paid to acquire exempt-use assets			4	
5	Qualified set-aside amounts (prior IRS approval required - pro	ovide details in Part VI)		5	
6	Other distributions (describe in Part VI). See instructions.			6	
7	Total annual distributions. Add lines 1 through 6.			7	
8	Distributions to attentive supported organizations to which the	ne organization is responsive			
	(provide details in Part VI). See instructions.			8	
9	Distributable amount for 2023 from Section C, line 6			9	
10	Line 8 amount divided by line 9 amount			10	
Secti	on E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributior Pre-2023	IS	(iii) Distributable Amount for 2023
1	Distributable amount for 2023 from Section C, line 6				
2	Underdistributions, if any, for years prior to 2023 (reason-				
	able cause required - explain in Part VI). See instructions.				
3	Excess distributions carryover, if any, to 2023				
a	From 2018				
b	From 2019				
C	From 2020				
d	From 2021				
e	From 2022				
f	Total of lines 3a through 3e				
g	Applied to underdistributions of prior years				
h	Applied to 2023 distributable amount				
<u>i</u>	Carryover from 2018 not applied (see instructions)				
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.				
4	Distributions for 2023 from Section D,				
	line 7: \$				
a	Applied to underdistributions of prior years				
b	Applied to 2023 distributable amount				
c	Remainder. Subtract lines 4a and 4b from line 4.				
5	Remaining underdistributions for years prior to 2023, if				
	any. Subtract lines 3g and 4a from line 2. For result greater				
	than zero, explain in Part VI. See instructions.				
6	Remaining underdistributions for 2023. Subtract lines 3h				
	and 4b from line 1. For result greater than zero, explain in				
	Part VI. See instructions.				
7	Excess distributions carryover to 2024. Add lines 3j				
- P	and 4c. Breakdown of line 7:				
8					
	Excess from 2019				
	Excess from 2020				
	Excess from 2021 Excess from 2022				
u					

Schedule A (Form 990) 2023

W1M Supplemental Information. Provide the septembors required by Part I, line 17, Part II, Iline 13, Part IV, Section A, Iline 3, So, 48, 46, 66, 86, 400, 64, 51, 40, 401, 52, 401, 54, 68, 406, 54, 55, 408, 406, 54, 54, 406, 54, 600, 54, 54, 54, 54, 56, 400, 54, 54, 54, 54, 54, 54, 54, 54, 54, 54	2028 12-21-2					
Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME						Ontra tota A (France 200)
Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME						
Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:						
 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1; Part IV, Section B, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME 						
 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1; Part IV, Section B, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME 						
 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME 						
Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME						
 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1; Part IV, Section B, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME 						
 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1; Part IV, Section B, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME 						
 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME 						
Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:						
 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1; Part IV, Section B, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME 						
 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME 						
 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME 						
 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1; Part IV, Section B, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME 						
Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1; Part IV, Section B, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME						
 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME 						
Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:						
Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME						
 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1; Part IV, Section B, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME 						
 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME 						<u></u>
Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:						
 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME 						
Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:						
 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: SC INCOME 						
Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) HEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:	22 A	MOUNT: \$	5,800.			
Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)	SC I	NCOME				
Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.	HEDU	ILE A, PART	II, LINE 10	, EXPLANATIO	ON FOR OTHER INC	COME :
Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V,		Section D, lines 5, 6, (See instructions.)	and 8; and Part V, Se	ction E, lines 2, 5, and	6. Also complete this part for a	any additional information.
		Part IV, Section A, lin line 1; Part IV, Section	es 1, 2, 3b, 3c, 4b, 4c n D, lines 2 and 3; Par	, 5a, 6, 9a, 9b, 9c, 11a t IV, Section E, lines 1c	, 11b, and 11c; Part IV, Sectio c, 2a, 2b, 3a, and 3b; Part V, li	n B, lines 1 and 2; Part IV, Section C, ne 1; Part V, Section B, line 1e; Part V,

Schedule B

(Form 990)

Department of the Treasury Internal Revenue Service

Name of the organization

Schedule of Contributors

OMB No. 1545-0047

Attach to Form 990, 990-EZ, or 990-PF. Go to www.irs.gov/Form990 for the latest information. 2023

Employer identification number

41	1-	1	2	8	9	8	2	5
----	----	---	---	---	---	---	---	---

LAWYERS CONCERNED FOR	LAWYERS
-----------------------	---------

Organization type (check o	nne):
Filers of:	Section:
Form 990 or 990-EZ	X 501(c)(3) (enter number) organization
	4947(a)(1) nonexempt charitable trust not treated as a private foundation
	527 political organization
Form 990-PF	501(c)(3) exempt private foundation
	4947(a)(1) nonexempt charitable trust treated as a private foundation
	501(c)(3) taxable private foundation

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

General Rule

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

Special Rules

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

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

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

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

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

Schedule B (Form 990) (2023)

Name of organization

Employer identification number

41-1289825

LAWYERS CONCERNED FOR LAWYERS

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	LEGAL SERVICES ADVISORY COMMITTEE 25 REV. DR. MARTIN LUTHER KING JR. BLVD., SUITE 150 ST. PAUL, MN 55155	\$ <u>611,500.</u>	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b)	(c) Total contributions	(d) Turne of contribution
	Name, address, and ZIP + 4	\$	Type of contribution Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll On Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
	Name, address, and ZiP + 4	\$	Person Payroll OKANA COMPLEXITY OF CONTRIBUTION
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash Complete Part II for noncash contributions.)

Schedule B (Form 990) (2023)

12500114 131839 B118465

AWYEI	RS CONCERNED FOR LAWYERS		41-1289825
art II	Noncash Property (see instructions). Use duplicate copies of Part II if a	additional space is needed.	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	_
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	_
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	

Schedule B (Form 990) (2023)

12500114 131839 B118465

24 2023.05030 LAWYERS CONCERNED FOR LAW B1184651

41-1289825

Employer identification number

Schedule	B (Form 990) (2023)				Page 4
Name of c	organization				Employer identification number
Τ.Δ₩ΥΓ	RS CONCERNED FOR LAWYER	C			41-1289825
	Exclusively religious, charitable, etc., contribut	tions to organizations described	d in section 501(c	c)(7), (8), or (10) th	
	from any one contributor. Complete columns (a completing Part III, enter the total of exclusively religious,	a) through (e) and the following li charitable, etc., contributions of \$1,0	ine entry. For orga 00 or less for the y	anizations /ear. (Enter this info. c	once.) \$
(-) No	Use duplicate copies of Part III if additional	space is needed.			
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift		(d) Desc	cription of how gift is held
			·		
		(e) Transfer	of gift		
	Transferee's name, address, a	and ZIP + 4	Rela	ationship of tra	nsferor to transferee
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift		(d) Desc	cription of how gift is held
<u>Part i</u>					
		(e) Transfer	of gift		
	Transferee's name, address, a	and ZIP + 4	Rela	ationship of tra	nsferor to transferee
				•	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift		(d) Desc	cription of how gift is held
		(e) Transfer	of gift		
	Transferee's name, address, a	and ZIP + 4	Rela	ationship of tra	nsferor to transferee
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift		(d) Desc	cription of how gift is held
			.		
		(e) Transfer	of gift		
	Transferee's name, address, a	and ZIP + 4	Rela	ationship of tra	nsferor to transferee
323454 12-2	6-23				Schedule B (Form 990) (2023)

12500114 131839 B118465

SCHEDULE I	D
-------------------	---

(Form	990))
-------	------	---

Supplemental Financial Statements

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

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

23 Ĺ **Open to Public** Inspection

Employer identification number

41-1289825

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service Name of the organization

LAWYERS CONCERNED FOR LAWYERS

Par	t I Organizations Maintaining Donor Advised organization answered "Yes" on Form 990, Part IV, line		s or Accounts. Complete if the
		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	(-)	
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		
5	Did the organization inform all donors and donor advisors in w	riting that the assets held in donor advi	sed funds
	are the organization's property, subject to the organization's e	-	
6	Did the organization inform all grantees, donors, and donor ad		
	for charitable purposes and not for the benefit of the donor or		
	impermissible private benefit?		Yes No
Par	t II Conservation Easements. Complete if the organization	anization answered "Yes" on Form 990,	Part IV, line 7.
1	Purpose(s) of conservation easements held by the organization	n (check all that apply).	
	Preservation of land for public use (for example, recreation		of a historically important land area
	Protection of natural habitat	Preservation of	of a certified historic structure
	Preservation of open space		
2	Complete lines 2a through 2d if the organization held a qualified	ed conservation contribution in the form	
	day of the tax year.		Held at the End of the Tax Year
a	Total number of conservation easements		
b			
C L	Number of conservation easements on a certified historic stru		
d	Number of conservation easements included on line 2c acquir		2d
3	on a historic structure listed in the National Register Number of conservation easements modified, transferred, rele		
5	year	ased, extinguished, or terminated by th	
4	Number of states where property subject to conservation ease	ement is located	
5	Does the organization have a written policy regarding the period		
-	violations, and enforcement of the conservation easements it		
6	Staff and volunteer hours devoted to monitoring, inspecting, h		
7	Amount of expenses incurred in monitoring, inspecting, handling	ing of violations, and enforcing conserva	ation easements during the year
8	Does each conservation easement reported on line 2d above	satisfy the requirements of section 170(h)(4)(B)(i)
9	In Part XIII, describe how the organization reports conservatio	•	
	balance sheet, and include, if applicable, the text of the footnot	ote to the organization's financial statem	ents that describes the
Par	organization's accounting for conservation easements. t III Organizations Maintaining Collections of	Art Historical Treasures or O	ther Similar Assets
	Complete if the organization answered "Yes" on Form		
12	If the organization elected, as permitted under FASB ASC 958		and balance sheet works
iu	of art, historical treasures, or other similar assets held for publ	•	
	service, provide in Part XIII the text of the footnote to its finance	, ,	•
b	If the organization elected, as permitted under FASB ASC 958		
	art, historical treasures, or other similar assets held for public		
	provide the following amounts relating to these items.		-
	(i) Revenue included on Form 990, Part VIII, line 1		\$
	···· · · · · · · · · · · · · · · · · ·		•
2	If the organization received or held works of art, historical trea	sures, or other similar assets for financia	al gain, provide
	the following amounts required to be reported under FASB AS	SC 958 relating to these items:	
а	Revenue included on Form 990, Part VIII, line 1		\$
	Assets included in Form 990, Part X		
LHA	For Paperwork Reduction Act Notice, see the Instructions	for Form 990.	Schedule D (Form 990) 2023
332051	09-28-23		
		26	

Sche		CONCERNED				41-12		
Par	t III Organizations Maintaining C	Collections of Art	t, Historical T	reasures, or C	Other Simila	r Assets	continu	Jed)
3	Using the organization's acquisition, accessi	ion, and other records	s, check any of the	e following that m	ake significant ι	use of its		
	collection items (check all that apply).							
а	Public exhibition	d	Loan or e	kchange program				
b	Scholarly research	e	Other					
С	Preservation for future generations							
4	Provide a description of the organization's co	ollections and explair	n how they further	the organization's	s exempt purpos	se in Part	XIII.	
5	During the year, did the organization solicit of		,	,	imilar assets		_	
	to be sold to raise funds rather than to be many						Yes	No
Par	t IV Escrow and Custodial Arran		te if the organizati	on answered "Yes	s" on Form 990,	Part IV, li	ne 9, or	
	reported an amount on Form 990, Pa							
1a	Is the organization an agent, trustee, custod						7.4	—
	on Form 990, Part X?					∟	Yes	No No
b	If "Yes," explain the arrangement in Part XIII	and complete the fol	lowing table:				Amount	
					4-		Amount	
С А	Additions during the year							
u	Additions during the year							
f	Distributions during the year				I I			
' 2a	Ending balance Did the organization include an amount on F						Yes	No
	If "Yes," explain the arrangement in Part XIII.							
Par								
	· · ·	(a) Current year	(b) Prior year	(c) Two years b		/ears back	(e) Four	years back
1a	Beginning of year balance							
b	Contributions							
с	Net investment earnings, gains, and losses							
d	Grants or scholarships							
е	Other expenditures for facilities							
	and programs							
f	Administrative expenses							
g	End of year balance							
2	Provide the estimated percentage of the cur	rent year end balance	e (line 1g, column	(a)) held as:				
а	Board designated or quasi-endowment		_%					
b	Permanent endowment	%						
С		_%						
	The percentages on lines 2a, 2b, and 2c sho							
3a	Are there endowment funds not in the posse	ession of the organiza	tion that are held	and administered	for the		5	
	organization by:							Yes No
	(i) Unrelated organizations?						3a(i)	
							3a(ii)	
D	If "Yes" on line 3a(ii), are the related organiza						3b	
Par	t VI Land, Buildings, and Equipm		wittent funds.					
	Complete if the organization answere		. Part IV. line 11a.	See Form 990, P	art X. line 10.			
	Description of property	(a) Cost or o basis (investn	ther (b) Co	ist or other is (other)	(c) Accumulate	d	(d) Book	value
19	Land	`		(pi colution			
b	Buildings							
	Leasehold improvements			2,147.	1,40	07.		740.
d	Equipment			67,859.	53,1		14	,721.
	Other			11,250.	11,2			0.
	. Add lines 1a through 1e. (Column (d) must e				-		15	,461.

Schedule D (Form 990) 2023

332052 09-28-23

	ription of security or category (including name of security)	(b) Book value	11b. See Form 990, Part X, line 12. (c) Method of valuation: Cost or end-of-year market value
(1) Finan	cial derivatives	(-)	(-,
	ly held equity interests		
 3) Other 			
(A)			
(B)			
(C)			
(D)			
(E)			
(F)			
(G)			
(H)			
fotal. (Col	. (b) must equal Form 990, Part X, line 12, col. (B))		
Part VI	II Investments - Program Related.		
	Complete if the organization answered "Yes" of	on Form 990, Part IV, line 1	11c. See Form 990, Part X, line 13.
	(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
	. (b) must equal Form 990, Part X, line 13, col. (B))		
Total. (Col		on Form 990, Part IV, line 1	11d. See Form 990, Part X, line 15.
Fotal. (Col Part IX	Complete if the organization answered "Yes" of (a)	on Form 990, Part IV, line 1 Description	11d. See Form 990, Part X, line 15. (b) Book value
Total. (Col Part IX (1) R	Complete if the organization answered "Yes" of the organization answereed "Yes"		(b) Book value
Total. (Col Part IX (1) R	Complete if the organization answered "Yes" of (a)		(b) Book value
Total. (Col Part IX (1) R	Complete if the organization answered "Yes" of the organization answereed "Yes"		(b) Book value
Total. (Col Part IX (1) R (2) S	Complete if the organization answered "Yes" of the organization answereed "Yes"		(b) Book value
(1) R (2) S (3) (1) (1) (2) (2) (2) (2) (2) (2) (2) (2) (2) (2	Complete if the organization answered "Yes" of the organization answereed "Yes"		(b) Book value
(1) R (2) S (3) (4)	Complete if the organization answered "Yes" of the organization answereed "Yes"		(b) Book value
(1) R (2) S (3) (5)	Complete if the organization answered "Yes" of the organization answereed "Yes"		(b) Book value
Total. (Col Part IX (1) R (2) S (3) (4) (5) (6)	Complete if the organization answered "Yes" of the organization answereed "Yes"		(b) Book value
Total. (Col Part IX (1) R (2) S (3) (4) (5) (6) (7)	Complete if the organization answered "Yes" of the organization answereed "Yes"		(b) Book value 84,44 3,78
Fotal. (Col Part IX (1) R (2) S (3) (4) (5) (6) (7) (8) (9) Fotal. (Ccc	Other Assets Complete if the organization answered "Yes" o (a) [OU ASSET ECURITY DEPOSIT	Description	(b) Book value 84,44 3,78
Total. (Col Part IX (1) R (2) S (3) (4) (5) (6) (7) (8) (9)	Other Assets Complete if the organization answered "Yes" of (a) I OU ASSET ECURITY DEPOSIT	Description	(b) Book value 84,44 3,78 88,23
Fotal. (Col Part IX (1) R (2) S (3) (4) (5) (6) (7) (8) (9) Fotal. (Cc)	Other Assets Complete if the organization answered "Yes" of (a) I OU ASSET ECURITY DEPOSIT	Description	(b) Book value 84,44 3,78
Total. (Col Part IX (1) R (2) S (3) (4) (5) (6) (7) (8) (9) Fotal. (Ccc Part X Cotal. (Ccc	Other Assets Complete if the organization answered "Yes" of (a) I OU ASSET ECURITY DEPOSIT	Description	(b) Book value 84,44 3,78 88,23
Total. (Col Part IX (1) R (2) S (3) (4) (5) (6) (7) (8) (9) Fotal. (Ccc Part X (1) I. (1) Fd	Other Assets Complete if the organization answered "Yes" of OU ASSET ECURITY DEPOSIT Dumn (b) must equal Form 990, Part X, line 15, col. Other Liabilities Complete if the organization answered "Yes" of (a) Description of liability ederal income taxes	Description	(b) Book value 84,44 3,78 88,23 11e or 11f. See Form 990, Part X, line 25. (b) Book value
Total. (Col Part IX (1) R (2) S (3) (4) (5) (6) (7) (8) (9) Fotal. (Ccc Part X (1) I. (1) Fd	Other Assets Complete if the organization answered "Yes" of OU ASSET ECURITY DEPOSIT Dumn (b) must equal Form 990, Part X, line 15, col. Other Liabilities Complete if the organization answered "Yes" of (a) Description of liability	Description	(b) Book value 84,44 3,78
Total. (Col Part IX (1) R (2) S (3) (4) (5) (6) (7) (8) (9) Total. (Cc Part X Part X (1) Fer (1)	Other Assets Complete if the organization answered "Yes" of OU ASSET ECURITY DEPOSIT Dumn (b) must equal Form 990, Part X, line 15, col. Other Liabilities Complete if the organization answered "Yes" of (a) Description of liability ederal income taxes	Description	(b) Book value 84,44 3,78 88,23 11e or 11f. See Form 990, Part X, line 25. (b) Book value
Total. (Col Part IX (1) R (2) S (3) (4) (5) (6) (7) (8) (9) Fotal. (Cc Part X 1. (1) Fd (1) Fd (2) L	Other Assets Complete if the organization answered "Yes" of OU ASSET ECURITY DEPOSIT Dumn (b) must equal Form 990, Part X, line 15, col. Other Liabilities Complete if the organization answered "Yes" of (a) Description of liability ederal income taxes	Description	(b) Book value 84,44 3,78 88,23 11e or 11f. See Form 990, Part X, line 25. (b) Book value
Fotal. (Col Part IX (1) R (2) S (3) (4) (5) (6) (7) (8) (9) Fotal. (Ccc Part X 1. (1) Fe (2) L (3) (3)	Other Assets Complete if the organization answered "Yes" of OU ASSET ECURITY DEPOSIT Dumn (b) must equal Form 990, Part X, line 15, col. Other Liabilities Complete if the organization answered "Yes" of (a) Description of liability ederal income taxes	Description	(b) Book value 84,44 3,78 88,23 11e or 11f. See Form 990, Part X, line 25. (b) Book value
Total. (Col Part IX (1) R (2) S (3) (4) (5) (6) (7) (8) (9) Total. (Co Part X (9) Total. (Co Part X (1) Fe (2) L (3) (4)	Other Assets Complete if the organization answered "Yes" of OU ASSET ECURITY DEPOSIT Dumn (b) must equal Form 990, Part X, line 15, col. Other Liabilities Complete if the organization answered "Yes" of (a) Description of liability ederal income taxes	Description	(b) Book value 84,44 3,78 88,23 11e or 11f. See Form 990, Part X, line 25. (b) Book value
Total. (Col Part IX (1) R (2) S (3) (4) (5) (6) (7) (8) (9) Total. (Cc Part X (1) Fd (2) L (3) (4) (5)	Other Assets Complete if the organization answered "Yes" of OU ASSET ECURITY DEPOSIT Dumn (b) must equal Form 990, Part X, line 15, col. Other Liabilities Complete if the organization answered "Yes" of (a) Description of liability ederal income taxes	Description	(b) Book value 84,44 3,78 88,23 11e or 11f. See Form 990, Part X, line 25. (b) Book value
Total. (Col Part IX (1) R (2) S (3) (4) (5) (6) (7) (8) (9) Fotal. (Ccc Part X (1) (1) Fd (2) L (3) (2) (4) (5) (6) (2) (1) Fd (2) L (3) (4) (5) (6) (6) (6)	Other Assets Complete if the organization answered "Yes" of OU ASSET ECURITY DEPOSIT Dumn (b) must equal Form 990, Part X, line 15, col. Other Liabilities Complete if the organization answered "Yes" of (a) Description of liability ederal income taxes	Description	(b) Book value 84,44 3,78 88,23 11e or 11f. See Form 990, Part X, line 25. (b) Book value
Total. (Col Part IX (1) R (2) S (3) (4) (5) (6) (7) (8) (9) Total. (Co Part X (1) Fe (2) L (3) (4) (5) (6) (3) (4) (5) (6) (7)	Other Assets Complete if the organization answered "Yes" of OU ASSET ECURITY DEPOSIT Dumn (b) must equal Form 990, Part X, line 15, col. Other Liabilities Complete if the organization answered "Yes" of (a) Description of liability ederal income taxes	Description	(b) Book value 84,44 3,78 88,23 11e or 11f. See Form 990, Part X, line 25. (b) Book value

LAWYERS CONCERNED FOR LAWYERS

Schedule D (Form 990) 2023

41-1289825 Page 3

332053 09-28-23

Schedule D (Form 990) 2023

	dule D (Form 990) 2023 LAWYERS CONCERNED FOR LA			89825 Page 4
Pa	t XI Reconciliation of Revenue per Audited Financial State	ements With Revenue	per Return	
	Complete if the organization answered "Yes" on Form 990, Part IV, line	e 12a.		
1	Total revenue, gains, and other support per audited financial statements		1	761,254.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
а	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
с	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
е	Add lines 2a through 2d		2e	0.
3	Subtract line 2e from line 1		3	761,254.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
с	Add lines 4a and 4b		4c	0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990. Part I. line 12.)			761,254.
Pa	rt XII Reconciliation of Expenses per Audited Financial Sta	tements With Expense	es per Return	
	Complete if the organization answered "Yes" on Form 990, Part IV, line	e 12a.		
1	Total expenses and losses per audited financial statements		1	752,170.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
а	Donated services and use of facilities	2a		
b	Prior year adjustments	<u>2b</u>		
с	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
е	Add lines 2a through 2d		2e	0.
3	Subtract line 2e from line 1		3	752,170.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
с	Add lines 4a and 4b		4c	0.
-				
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18 rt XIII Supplemental Information	.)		752,170.

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

SCHEDULE G	Suppleme	ntal Information Regarding	Fundrais	ing or Gaming A	ctivities	OMB No. 1545-0047				
(Form 990)		e organization answered "Yes" on organization entered more than \$15			r 19, or if the	2023				
Department of the Treasury	-	Attach to Form 990 c				Open to Public				
Internal Revenue Service		o www.irs.gov/Form990 for instruc	tions and	the latest information		Inspection				
Name of the organization		CONCERNED FOR LAW	YERS		41-12	identification number 89825				
		Complete if the organization answe	red "Yes" c	n Form 990, Part IV, li	ine 17. Form 990	-EZ filers are not				
required to complete this part. 1 Indicate whether the organization raised funds through any of the following activities. Check all that apply. a Mail solicitations b Internet and email solicitations f Solicitation of non-government grants c Phone solicitations g Special fundraising events d In-person solicitations g Special fundraising services, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? Yes b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.										
(i) Name and addres or entity (fund		(ii) Activity	or control of	have custody		d (vi) Amount paid to (or retained by) organization				
			Yes No							
_										
Total										
3 List all states in whitor licensing.	ich the organizatio	n is registered or licensed to solicit o	contribution	s or has been notified	it is exempt from	registration				

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

Schedule G (Form 990) 2023

LHA 332081 09-13-23

LAWYERS CONCERNED FOR LAWYERS

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		of fundraising event contributions and gro			• · ·	
			(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
			STEPPING UP		NONE	(add col. (a) through
			FOR WELLBEIN			col. (c))
			(event type)	(event type)	(total number)	
Revenue			67 955			67 955
Be	1	Gross receipts	67,855.			67,855.
	2	Less: Contributions	59,327.			59,327.
	3	Gross income (line 1 minus line 2)	8,528.			8,528.
	л	Cash prizes				
	7					
	5	Noncash prizes				
Direct Expenses	6	Rent/facility costs	5,233.			5,233.
SC EX	7	Food and beverages	14,577.			14,577.
Dire.						
	8	Entertainment	2,000.			2,000.
	9	Other direct expenses	14,250.			14,250.
	10	Direct expense summary. Add lines 4 through	n 9 in column (d)			36,060.
		Net income summary. Subtract line 10 from l				-27,532.
Pa	rt I	C	answered "Yes" on Form	990, Part IV, line 19, or	reported more than	
		\$15,000 on Form 990-EZ, line 6a.				
Ine			(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue						1

nue				(a) bingo		bing	o/progressiv	ve bingo	(0) Other (yanning	col. (a) throu	gh col. (c))
Revenue													
Ĕ	1	Gross revenue											
es	2	Cash prizes											
Direct Expenses	3	Noncash prizes											
Direct	4	Rent/facility costs											
	5	Other direct expenses											
				Yes	%		Yes	%		Yes	%		
	6	Volunteer labor		No			No			No			
 7 Direct expense summary. Add lines 2 through 5 in column (d) 8 Net gaming income summary. Subtract line 7 from line 1, column (d) 													
9		ter the state(s) in which the organization condu											
		the organization licensed to conduct gaming ac										Yes	No
b	lf "	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:													

332082 09-13-23

Schedule G (Form 990) 2023

Sch	edule G (Form 990) 2023	LAWYERS	CONCERNED FO	OR LAWYERS	41-1	1289825	Page 3
11	Does the organization conduct ga					Yes	No
	Is the organization a grantor, bene						
	to administer charitable gaming?					Yes	No
13	Indicate the percentage of gaming						
а	The organization's facility					13a	%
	An outside facility					13b	%
14	Enter the name and address of th	e person who pre	epares the organization's	s gaming/special events l	books and records:		
	News						
	Name						
	Address						
15a	Does the organization have a con	tract with a third	party from whom the or	ganization receives gami	ng revenue?	Yes	No No
b	If "Yes," enter the amount of gam	ing revenue recei	ived by the organization	\$	and the amount		
	of gaming revenue retained by the						
c	If "Yes," enter name and address						
	Name						
	Adduces						
	Address						
16	Gaming manager information:				*		
10	Gaming manager mormation.						
	Name						
	Gaming manager compensation	\$					
	Description of services provided						
	Director/officer	Employee		endent contractor			
17							
а	Is the organization required under						
h	retain the state gaming license? Enter the amount of distributions			to other event ergeni-		· L Yes	└── No
L.	organization's own exempt activit	•		to other exempt organiz	zations of spent in the		
Pa	rt IV Supplemental Infor			ired by Part I, line 2b, col	lumns (iii) and (v); and Pa	rt III, lines 9, 9	9b, 10b,
	15b, 15c, 16, and 17b, as					, ,	, ,
						h.h. 0 /5	000) 0000
3320	83 09-13-23		32		Sched	dule G (Form	əəu) 2023

12500114 131839 B118465

Schedule G	
Dout IV	0

Failly	Supplemental mornation (continued)
332084 04-01-;	23 Schedule G (Form 990)

SCHEDULE I		G	rants and Oth	er Assistan	ce to Organ	izations.		OMB No.	1545-0047
(Form 990)		Go	vernments, an ete if the organization	d Individual	s in the Ŭni	ted States		20	123
Department of the Treasury		Compi	ete il the organization	Attach to Form		11 IV, III e 2 I OI 22.		Open i	o Public
Internal Revenue Service									
									ion number
LAWYERS CONCERNED FOR LAWYERS 41-									
Part I General Information on Grants and Assistance									
÷	zation maintain records t					-			<u> </u>
	award the grants or assis							X Yes	└── No
	IV the organization's pro					anization answered "Y	es" on Form 990 Part	t IV line 21 for any	
	hat received more than \$	-							
	ddress of organization vernment	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of or assistan	

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

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

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

Schedule I (Form 990) 2023

LAWYERS CONCERNED FOR LAWYERS

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

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

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

PART I, LINE 2:

Schedule I (Form 990) 2023

FUNDS ARE PAID DIRECTLY TO THE SERVICE PROVIDER FOR THE BENEFIT OF THE

INDIVIDUAL. FOR THERAPEUTIC SERVICES, PAYMENTS ARE MADE AFTER SERVICE. FOR

OTHERS, PAYMENT IS MADE UPON ADMISSION. IF THE INDIVIDUAL DOES NOT COMPLETE

TREATMENT, FUNDS ARE RECOVERED.

41-1289825

Page **2**

SCHEDULE O (Form 990)

Department of the Treasury

Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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



41-1289825

Name of the organization

LAWYERS CONCERNED FOR LAWYERS

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

LCL'S EDUCATIONAL EFFORTS IN 2023-24 REACHED EVERY FACET OF MINNESOTA'S

LEGAL PROFESSION, AS WE CONTINUED TO SUPPORT PEOPLE IN CHALLENGING

TIMES. VOLUNTEERS AND STAFF MADE OVER 200 APPEARANCES INCLUDING

SUBSTANTIVE PROGRAMS, PUBLIC SERVICE ANNOUNCEMENTS, EXHIBIT TABLES AND

LAW SCHOOL ORIENTATIONS AND CLASSES. IN 2023-24, LCL ADDED NEW PROGRAMS

AND PROGRAM CONTENT BASED ON CURRENT EVENTS AND THE NEEDS OF THE

PROFESSION. THIS INCLUDED NEW PROGRAMS ON ISOLATION, RESILIENCE

STRATEGIES IN TIMES OF SOCIAL CHANGE, AND NEW DATA ABOUT MENTAL HEALTH

AND SUBSTANCE USE IN THE LEGAL PROFESSION.

IN EDUCATIONAL PROGRAMS, LCL ENDEAVORS TO INFORM AND SUPPORT THE LEGAL PROFESSION WITH FRESH PERSPECTIVES TO INCREASE ENGAGEMENT. LCL PROGRAMMING WAS CUSTOMIZED FOR AUDIENCES BASED ON THEIR TYPE OF WORK JUDICIAL, LAW STUDENTS, ETC.) AND BY PRACTICE OR OTHER (PUBLIC SERVICE, FOCUS AREAS SUCH AS EMPLOYMENT LAW, BUSINESS LAW, FAMILY LAW, CRIMINAL SOLO PRACTITIONERS, AND IN-HOUSE COUNSEL. LCL NEW LAWYERS, LAW. COLLABORATED WITH A NUMBER OF OTHER ENTITIES INCLUDING LOCAL AND NATIONAL BAR ASSOCIATIONS AS WELL AS SERVICE PROVIDERS TO PRESENT A BROADER RANGE OF PROGRAMMING ON TOPICS SUCH AS MENTAL HEALTH AND ADDICTION IN THE LEGAL PROFESSION, STRESS MANAGEMENT, SUICIDE PREVENTION, WELL-BEING, PROBLEM GAMBLING, TRAUMA AWARENESS AND IMPLICIT BIAS, AND SPECIFIC MENTAL HEALTH AND ADDICTION RESILIENCE, ISSUES. FOR SOME FOCUSED PROGRAMS LCL SURVEYED PARTICIPANTS IN ADVANCE AND PROVIDED SURVEY RESULTS AS PART OF THE PROGRAM. LCL CLE PROGRAMS QUALIFIED FOR ELIMINATION OF BIAS, ETHICS, OR GENERAL CLE CREDIT. LCL For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Schedule O (Form 990) 2023 LHA 332211 11-14-23

36

WILL ROLL OUT NEW CONTENT ON JULY 1, 2024 TO QUALIFY FOR A NEW

MINNESOTA MENTAL HEALTH AND SUBSTANCE USE CLE REQUIREMENT.

DURING LAW SCHOOL EXAMS, FOLLOWING MAJOR EVENTS AND AT OTHER TIMES, LCL PROVIDED STRESS MANAGEMENT AND OTHER TOOLS AND RESOURCES VIA SOCIAL MEDIA PLATFORMS, SUCH AS BLOG POSTS AND ARTICLES. SEVERAL MAJOR ARTICLES APPEARED IN MINNESOTA AND NATIONAL PUBLICATIONS. LCL CONTINUED TO LEVERAGE REMOTE OPPORTUNITIES WHILE THE REQUESTS FOR IN-PERSON APPEARANCES INCREASED. LCL HOSTS GENERAL SUPPORT GROUPS FOR LEGAL PROFESSIONALS, FACILITATED BY THERAPISTS. ADDITIONAL SUPPORT GROUPS INCLUDE FAMILY SUPPORT, DISCIPLINE AND PRACTICE, ADHD SUPPORT, PARENTING, AND LAWYERS IN TRANSITION. LCL MAILED AN INFORMATIONAL BROCHURE TO EVERY ATTORNEY IN MINNESOTA. NEW LAWYERS RECEIVE THESE AT THE ADMISSION CEREMONY AND LCL DISTRIBUTES BROCHURES TO LAW STUDENTS AND JUDGES AS WELL. LCL HELD A "STEPPING UP FOR WELL-BEING" BREAKFAST WHICH BROUGHT TOGETHER SUPPORTERS AND ALLIES IN A CALL TO ACTION.

THE LCL BOARD COMMITTED TO A STRATEGIC PLANNING PROCESS TO UPDATE THE PRIOR PLAN. LCL IS COMMITTED TO DIVERSITY, EQUITY, AND INCLUSION AND ACTIVELY PARTICIPATES IN MANY MINNESOTA DIVERSITY COMMITTEES. LCL MEETS ALL STANDARDS OF THE MINNESOTA CHARITIES REVIEW COUNCIL. THIS CERTIFICATION DEMONSTRATES THAT THE ORGANIZATION MEETS ACCOUNTABILITY STANDARDS IN THE AREAS OF PUBLIC DISCLOSURE, GOVERNANCE, FINANCIAL ACCOUNTING, AND FUNDRAISING. LCL IS A CANDID (FORMERLY GUIDESTAR) GOLD MEMBER.

FORM 990, PART VI, SECTION A, LINE 1A:

THE EXECUTIVE COMMITTEE IS ESTABLISHED BY THE BOARD AT ITS FIRST MEETING 332212 11-14-23 Schedule O (Form 990) 2023 37 EXCEPT IN TWO INSTANCES, APPROVED BY THE BOARD AS A STANDING RULE.

FORM 990, PART VI, SECTION A, LINE 6:

THE CORPORATION SHALL HAVE ONE OR MORE CLASSES OF MEMBERS. LAWYERS, JUDGES, LAW STUDENTS, OTHER LEGAL PROFESSIONALS, AND IMMEDIATE FAMILY MEMBERS WHO WOULD BE ELIGIBLE FOR SERVICES ARE ELIGIBLE FOR MEMBERSHIP IN THE CORPORATION. OTHER PERSONS MAY BECOME MEMBERS ONLY UPON RECOMMENDATION BY THE BOARD AND APPROVAL BY THE MEMBERS.

FORM 990, PART VI, SECTION A, LINE 7A:

MEMBERS ARE ENTITLED TO VOTE AND HAVE EQUAL RIGHTS AND PREFERENCES EXCEPT TO THE EXTENT THAT THE ARTICLES OR BYLAWS HAVE FIXED OR LIMITED THE RIGHTS AND PREFERENCES OF MEMBERS OR DIFFERENT CLASSES OF MEMBERS OR PROVIDE FOR NONVOTING MEMBERS. THE ARTICLES OR BYLAWS MAY FIX THE TERM OF MEMBERSHIP. A MEMBER OF THE CORPORATION MAY NOT TRANSFER A MEMBERSHIP OR A RIGHT ARISING FROM IT.

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

THE LAWYERS CONCERNED FOR LAWYERS BOARD OF DIRECTORS WILL ANNUALLY REVIEW

AND DISCUSS THE CORPORATION'S IRS FORM 990 PRIOR TO FILING. LAWYERS

CONCERNED FOR LAWYERS RETAINS THE SERVICES OF A CERTIFIED PUBLIC ACCOUNTANT

TO REVIEW OR AUDIT LCL'S FINANCIAL STATEMENTS AND THEN PREPARE THE IRS FORM

990 AND ALL OTHER APPROPRIATE AND NECESSARY REPORTS. THE FORM 990 IS THEN

REVIEWED BY STAFF AND THE CORPORATION'S TREASURER PRIOR TO SUBMISSION TO

THE BOARD. THE BOARD WILL RECEIVE THE FORM 990 PRIOR TO A REGULARLY

SCHEDULED OR SPECIAL BOARD OF DIRECTORS MEETING AT WHICH IT WILL BE 332212 11-14-23 Schedule O (Form 990) 2023 38

20

Name of the organization	Employer identification number
LAWYERS CONCERNED FOR LAWYERS	41-1289825
REVIEWED AND DISCUSSED. LCL'S ACCOUNTANT WILL BE AVAILABLE	PRIOR TO AND AT
THE MEETING, WILL ADDRESS THE BOARD REGARDING THE PROCESS	AND ANY FINDINGS.
The MEETING, WILL ADDRESS THE BOARD REGARDING THE PROCESS	AND ANI FINDINGS,
AND WILL BE AVAILABLE FOR QUESTIONS. THE LCL BOARD OF DIRE	CTORS WILL VOTE
TO APPROVE THE FILING OF IRS FORM 990 AND ANY OTHER APPROF	RIATE REPORTS
PRIOR TO SIGNATURE BY APPROPRIATE OFFICERS.	
FRIOR TO SIGNATORE DI AFFROFRIATE OFFICERS.	

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

LCL REQUIRES BOARD MEMBERS TO ANNUALLY LIST ANY CONFLICTS OR CERTIFY THAT THERE ARE NONE. IN DOING SO, THE BOARD MEMBER AGREES TO NOTIFY THE ORGANIZATION OF ANY CHANGES.

PRIOR TO BOARD OR COMMITTEE ACTION ON A CONTRACT OR TRANSACTION INVOLVING A CONFLICT OF INTEREST, A DIRECTOR OR COMMITTEE MEMBER HAVING A CONFLICT OF INTEREST AND WHO IS IN ATTENDANCE AT THE MEETING SHALL DISCLOSE ALL FACTS MATERIAL TO THE CONFLICT OF INTEREST. A DIRECTOR OR COMMITTEE MEMBER WHO PLANS NOT TO ATTEND A MEETING AT WHICH HE OR SHE HAS REASON TO BELIEVE THAT THE BOARD OR COMMITTEE WILL ACT ON A MATTER IN WHICH THE PERSON HAS A CONFLICT OF INTEREST SHALL DISCLOSE TO THE CHAIR OF THE MEETING ALL FACTS MATERIAL TO THE CONFLICT OF INTEREST. A PERSON WHO HAS A CONFLICT OF INTEREST SHALL NOT PARTICIPATE IN OR BE PERMITTED TO HEAR THE BOARD'S OR COMMITTEE'S DISCUSSION OF THE MATTER EXCEPT TO DISCLOSE MATERIAL FACTS AND TO RESPOND TO QUESTIONS. SUCH PERSON SHALL NOT ATTEMPT TO EXERT HIS OR HER PERSONAL INFLUENCE WITH RESPECT TO THE MATTER, EITHER AT OR OUTSIDE THE MEETING. THE CHAIR SHALL REPORT THE DISCLOSURE AT THE MEETING AND THE DISCLOSURE SHALL BE REFLECTED IN THE MINUTES OF THE MEETING.

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

 LCL'S GOVERNANCE COMMITTEE IS CHARGED WITH ENSURING THAT ANNUAL REVIEW OF

 332212 11-14-23

 Schedule O (Form 990) 2023

 39

Schedule O (Form 990) 2023	Page 2
Name of the organization LAWYERS CONCERNED FOR LAWYERS	Employer identification number 41-1289825
THE EXECUTIVE DIRECTOR TAKES PLACE. A REVIEW COMMITTEE COM	PRISED OF BOARD
MEMBERS SURVEYS KEY STAKEHOLDERS AND SETS COMPENSATION BAS	ED ON THE SALARY
REPORT PUBLISHED BY THE MINNESOTA COUNCIL ON NONPROFITS AN	D AVAILABLE
COMPENSATION FIGURES FOR DIRECTORS OF OTHER STATEWIDE LAWY	ER ASSISTANCE
PROGRAMS. THIS PROCESS WAS LAST COMPLETED IN 2023.	
FORM 990, PART VI, SECTION C, LINE 19:	
LAWYERS CONCERNED FOR LAWYERS MAKES ITS FINANCIAL STATEMEN	TS, GOVERNING
DOCUMENTS, AND CONFLICT OF INTEREST POLICY AVAILABLE TO TH	E PUBLIC UPON
REQUEST. ADDITIONALLY, THE ORGANIZATION MAKES ITS FORM 990	AVAILABLE ON ITS
WEBSITE.	
FORM 990, PART XII, LINE 2C:	
THE AUDIT OVERSIGHT PROCESS HAS NOT CHANGED FROM PRIOR YEA	R.

332212 11-14-23

Mail To: Minnesota Attorney General's Office Charities Division 445 Minnesota Street, Suite 1200 St. Paul, MN 55101-2130

Website Address:

www.ag.state.mn.us/charity

STATE OF MINNESOTA

CHARITABLE ORGANIZATION ANNUAL REPORT FORM

(Pursuant to Minn. Stat. ch. 309)

SECTION A: Organization Information

Legal Name of Organization LAWYERS CONCERNED FOR	LAWYERS
Federal EIN: 41-1289825	Fiscal Year-End: 06302024 mm/dd/yyyy
	Did the organization's fiscal year-end change? Yes X No
Mailing Address: JOAN BIBELHAUSEN	Physical Address: JOAN BIBELHAUSEN
Contact Person 2550 UNIVERSITY AVE W STE 313N	Contact Person 2550 UNIVERSITY AVE W STE 313N
Street Address SAINT PAUL, MN 55114	Street Address SAINT PAUL, MN 55114
City, State, and ZIP Code (651) 646-5590	City, State, and ZIP Code (651) 646-5590
Phone Number JBIBELHAUSEN@MNLCL.ORG	Phone Number UBIBELHAUSEN@MNLCL.ORG Email Address
Email Address 1. Organization's website: WWW.MNLCL.ORG	
2. List all of the organization's alternate and former names (attach list if me	ore space is needed).
 List all names under which the organization solicits contributions (attack 	
4. Is the organization incorporated pursuant to Minn. Stat. ch. 317A?	X Yes No
5. Total amount of contributions the organization received from Minnesota	a donors: \$ 782,801.
 6. Has the organization's tax-exempt status with the IRS changed? Yes X No If yes, attach explanation. 	
 7. Has the organization significantly changed its purpose(s) or program(s)? Yes X No If yes, attach explanation. 	

385471 06-10-24

12500114 131839 B118465

C2

CHARITABLE ORGANIZATION ANNUAL REPORT FORM (Continued)

8.	Has the organization been denied the right to solicit contributions by any court or government of Yes X No If yes, attach explanation.	rnment agency?					
9.	Does the organization use the services of a professional fundraiser (outside solicitor or solicit contributions in Minnesota? \Box Yes X No	consultant) to					
	If yes, provide the following information for each (attach list if more space is needed):						
	Name of Professional Fundraiser	Compensation					
	Street Address	City, State, and ZIP Code					
	10. Is the organization a food shelf? Yes X No If yes, is the organization required to file an audit? Yes, audit attached No <u>Note:</u> An organization that has total revenue of more than \$750,000 is required to file an audit prepared in accordance with generally accepted accounting principles by an independent CPA or LPA. The value of donated food to a nonprofit food shelf may be excluded from the total revenue if the food is donated for subsequent distribution at no charge and is not resold.						
11.	Do any directors, officers, or employees of the organization or its related organization(s compensation* of more than \$100,000? X Yes No If yes, provide the following information for the five highest paid individuals:) receive total					
	Name and title	Compensation*	Other compensation				
	JOAN BIBELHAUSEN						
	EXECUTIVE DIRECTOR	123,752.	14,382.				
	*Compensation is defined as the total amount reported on Form W-2 (Box 5) or Form 10						
	issued by the organization and its related organizations to the individual. See Minn. Sta 3(i) and Minn. Stat. § 317A.011 for definitions.	at. § 309.53, subd.					

12. A full list of the organization's board of directors, including names, addresses, and total compensation paid to each (attach list if more space is needed).

SEE STATEMENT 1

12500114 131839 B118465

13. A full list of the names of all banks or other financial institutions in which the organization's funds are deposited. DO NOT include account numbers. (Attach list if more space is needed.) BREMER BANK

SECTION B: Financial Information

This section must be completed by organizations that file an IRS Form 990-EZ, 990-PF, or 990-N. Organizations that file an IRS Form 990 may skip Section B and go directly to Section C.

INCOME

- 1. Contributions Received
- 2. Government Grants
- 3. Program Service Revenue
- 4. Other Revenue
- 5. TOTAL INCOME

EXPENSES

- 6. Program Expenses
- 7. Management & General Expenses
- 8. Fund-raising Expenses
- 9. TOTAL EXPENSES
- 10. EXCESS or DEFICIT (Line 5 minus Line 9)

ASSETS

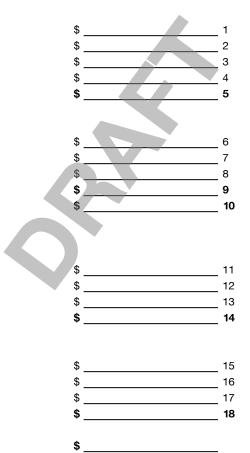
- 11. Cash
- 12. Land, Buildings & Equipment
- 13. Other Assets
- 14. TOTAL ASSETS

LIABILITIES

- 15. Accounts Payable
- 16. Grants Payable
- 17. Other Liabilities
- 18. TOTAL LIABILITIES

FUND BALANCE/NET WORTH

(Line 14 minus Line 18)



385473 06-10-24

C2

CHARITABLE ORGANIZATION ANNUAL REPORT FORM (Continued)

Section B (continued): Statement of Functional Expenses

This expense statement must be prepared in accordance with generally accepted accounting principles. Each column must be completed, and Columns B, C, and D must equal Column A. The amount on Line 25, Column A must match Line 17 of IRS Form 990-EZ or Line 26 of IRS Form 990-PF.

Colu	mns B, C, and D must equal Column A. The amour	nt on Line 25, Column A	must match Line 17 of I	RS Form 990-EZ or Line	26 of IRS Form 990-PF.
		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1.	Grants and other assistance to governments				
	and organizations in the U.S.				
2.	Grants and other assistance to individuals in the U.S.				
3.	Grants and other assistance to governments,				
	organizations, and individuals outside the U.S.				
4.	Benefits paid to or for members				
5.	Compensation of current officers, directors,				
	trustees, and key employees				
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				
8.	Pension plan contributions (include section				
	401(k) and section 403(b) employer contributions)				
9.	Other employee benefits				
10.	Payroll taxes				
11.	Fees for services (non-employees):				
a.	Management				
b.	Legal				
<u> </u>	Accounting				
d.	Lobbying				
е.	Professional fundraising services				
f.	Investment management fees				
g.	Other				
12.	Advertising and promotion				
13.	Office expenses				
14.	Information technology				
15.	Royalties				
16.	Occupancy				
17.	Travel				
18.	Payments of travel or entertainment expenses				
<u> </u>	for any federal, state, or local public officials				
19.	Conferences, conventions, and meetings				
20.	Interest				
21.	Payments to affiliates				
22.	Depreciation, depletion, and amortization				
23.	Insurance				
24.	Other expenses. Itemize expenses not covered				
	above. Expenses labeled miscellaneous may				
<u> </u>	not exceed 5% of total expenses (Line 25).				
a.					
b.					
<u> </u>					
25.	Total functional expenses. Add lines 1 through 24d				<u> </u>
<u>23.</u> 26.	Joint costs. Check here SOP 98-2. Complete this line only if the organization reported in Column B joint costs from a combined educational campaign and fundraising solicitation				

CHARITABLE ORGANIZATION ANNUAL REPORT FORM (Continued)

Section C: Board of Directors Signatures and Ackno	owledgment								
The form must be executed pursuant to a resolution of the board of	directors, trustees, or managing group and								
must be signed by two officers of the organization. See Minn. Stat. § 309.52, subd. 3.									
We, the undersigned, state and acknowledge that we are duly co	onstituted officers of this organization, being the								
(Title) and	(Title) respectively, and								
that we execute this document on behalf of the organization pursuar	nt to the resolution of the								
BOARD OF DIRECTORS	O OF DIRECTORS (Board of Directors, Trustees, or Managing Group) adopted on the								
day of, 20, approving the contents of the document, and do hereby certify that the									
BOARD OF DIRECTORS	RD OF DIRECTORS (Board of Directors, Trustees, or Managing Group) has assumed, and will continue								
to assume, responsibility for determining matters of policy, and have	supervised, and will continue to supervise, the operations and finances of the								
organization. We further state that the information supplied is true, correct and complete to the best of our knowledge.									
– Name (Print)	Name (Print)								
Signature	Signature								
 Title									
Date	Date								

ANNUAL REPORT INITIAL REGISTRATION	BOARD OF DIRECTORS	STATEMENT 1
NAME AND ADDRESS		COMPENSATION
ANDREW MOHRING		0.
JENNIFER ANDERSON		0.
AMANDA HARRINGTON		0.
KATHERINE MACKINNON		0.
CAITLINROSE FISHER		0.
KENDRA BRODIN		0.
HON. TIMOTHY CAREY		0.
HOWARD CARP		0.
BENJAMIN CARPENTER		0.
EDWARD CASSIDY		0.
GRACE CHANIN		0.
PAUL CORNICK		0.
HON. MARTIN FALLON		0.

LAWYERS CONCERNED FOR LAWYERS	41-1289825
HON. DONOVAN FRANK	0.
KRIS FREDRICK	0.
JONATHAN M. HOLSON	0.
HON. LAWRENCE JOHNSON	0.
JUSTIN PAGE	0.
LISA LODIN	0.
VINCENT PHAM	0.
MAUREEN REINHARDT	0.
JUDE SCHMIT	0.
JORDAN VASSEL	0.