

PUBLIC DISCLOSURE COPY

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form **990**

Department of the Treasury
Internal Revenue Service

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.

2023

Open to Public
Inspection

A For the 2023 calendar year, or tax year beginning		and ending
B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization POPULATION CONNECTION	
	D Employer identification number 94-1703155	
	Doing business as	
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite
	2120 L STREET, NW 500	
City or town, state or province, country, and ZIP or foreign postal code WASHINGTON, DC 20037-1534		E Telephone number (202) 332-2200
F Name and address of principal officer: JOHN SEAGER SAME AS C ABOVE		G Gross receipts \$ 20,557,829.
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c)() (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
J Website: WWW.POPULATIONCONNECTION.ORG		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		H(c) Group exemption number
L Year of formation: 1968		M State of legal domicile: DC

Part I Summary			
Activities & Governance	1 Briefly describe the organization's mission or most significant activities: SEE PART III, LINE 1.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	13
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	13
	5 Total number of individuals employed in calendar year 2023 (Part V, line 2a)	5	45
	6 Total number of volunteers (estimate if necessary)	6	209
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
7b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	10,875,020.	15,546,405.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	2,490.	2,829.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	371,682.	708,165.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	31,613.	30,543.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	11,280,805.	16,287,942.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	2,136,533.	3,686,655.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0.	0.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	4,578,720.	5,033,819.
	b Total fundraising expenses (Part IX, column (D), line 25)	162,000.	168,000.
Net Assets or Fund Balances	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	1,614,218.	
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	5,844,555.	4,359,170.
	19 Revenue less expenses. Subtract line 18 from line 12	12,721,808.	13,247,644.
	20 Total assets (Part X, line 16)	-1,441,003.	3,040,298.
	21 Total liabilities (Part X, line 26)	27,050,255.	33,416,163.
22 Net assets or fund balances. Subtract line 21 from line 20	4,868,872.	4,977,038.	
		22,181,383.	28,439,125.

Part II Signature Block					
Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.					
Sign Here	Signature of officer JOHN SEAGER, PRESIDENT & CEO				Date 8/6/24
	Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name RICHARD J. LOCASTRO, CPA		Preparer's signature <i>Richard J. Locastro</i>	Date 08/05/2024	Check if self-employed <input type="checkbox"/> PTIN P00288314
	Firm's name GELMAN, ROSENBERG & FREEDMAN			Firm's EIN 52-1392008	
	Firm's address 4550 MONTGOMERY AVE SUITE 800N BETHESDA, MD 20814-2930			Phone no. 301-951-9090	

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☒**1** Briefly describe the organization's mission:

OVERPOPULATION THREATENS THE QUALITY OF LIFE FOR PEOPLE EVERYWHERE.
 POPULATION CONNECTION IS THE NATIONAL GRASSROOTS POPULATION
 ORGANIZATION THAT EDUCATES YOUNG PEOPLE AND ADVOCATES PROGRESSIVE
 ACTION TO STABILIZE WORLD POPULATION AT A LEVEL THAT CAN BE SUSTAINED

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

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

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

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.**4a** (Code:) (Expenses \$ 3,398,387. including grants of \$ 3,177,321.) (Revenue \$)

FIELD AND OUTREACH: TO ASSIST POPULATION CONNECTION ACTIVISTS
 NATIONWIDE IN BUILDING AND SUSTAINING STATE AND LOCAL EDUCATIONAL,
 MEDIA AND LOBBYING EFFORTS ON BEHALF OF POPULATION CONNECTION THROUGH
 ORGANIZING AND PROVIDING TRAINING, TECHNICAL ASSISTANCE AND FUNDING.
 REPRESENT POPULATION CONNECTION IN COALITIONS FOCUSED ON GRASSROOTS
 ACTION AND AT PUBLIC PRESENTATIONS AND EXHIBITIONS AS NEEDED. 2023
 HIGHLIGHTS INCLUDE: OUT ANNUAL, FOURTH VIRTUAL, CAPITOL HILL DAYS
 ADVOCACY EVENT. ACTIVISTS WHO ATTENDED A VARIETY OF SESSIONS INCLUDING
 A WELCOME SESSION AND TRIVIA GAME, A KEYNOTE TALK FROM CONGRESSWOMAN
 SUSAN WILD (PA-D/07), AN ADVOCACY TRAINING, AND A VIRTUAL LOBBY DAY.
 HOSTED VIRTUAL EVENTS INCLUDING AN INSTAGRAM LIVE FOCUSED ON TRANS
 RIGHTS AND REPRODUCTIVE RIGHTS FEATURING A REPRESENTATIVE FROM THE

4b (Code:) (Expenses \$ 2,329,857. including grants of \$ 13,388.) (Revenue \$ 2,304.)

POPULATION EDUCATION: TO PROMOTE POPULATION LITERACY AMONG AMERICAN
 YOUTH BY (1) PROVIDING EDUCATORS WITH TEACHING RESOURCES AND
 PROFESSIONAL DEVELOPMENT WORKSHOPS TO HELP THEM EFFECTIVELY COVER
 POPULATION DYNAMICS AND THEIR IMPACTS IN K-12 CLASSROOMS; AND (2)
 PREPARING EDUCATORS TO OFFER TRAINING TO OTHER TEACHERS THROUGH THE
 POPULATION EDUCATION TRAINING NETWORK (PETNET). FINALLY, TO PROVIDE
 FOLLOW-UP ASSISTANCE AND INFORMATION ENABLING FORMER TRAINEES TO APPLY
 THEIR TRAINING MOST EFFECTIVELY. 2023 HIGHLIGHTS INCLUDE:
 - STAFF AND VOLUNTEER TEACHER TRAINERS CONDUCTED 549 POP ED WORKSHOPS
 (BOTH IN-PERSON AND VIRTUAL) FOR EDUCATORS IN 46 U.S. STATES AND
 TERRITORIES AND 5 CANADIAN PROVINCES.
 - FACILITATE 3 LEADERSHIP INSTITUTES TO TRAIN NEW WORKSHOP

4c (Code:) (Expenses \$ 2,285,565. including grants of \$ 54.) (Revenue \$ 5,784.)

MEMBERSHIP: SUCCESS IN THE AREAS OF ADVOCACY AND PUBLIC EDUCATION
 DEPENDS LARGELY ON THE SUPPORT AND DEDICATION OF THE ORGANIZATION'S
 MEMBERS. WE HAVE 40,000 MEMBERS ACROSS THE NATION, HELPING REACH OUR
 GOALS THROUGH PUBLIC OUTREACH, SUCH AS SHARING INFORMATION AT LOCAL
 COMMUNITY EVENTS, HOSTING VIRTUAL EVENTS, DISTRIBUTING OUR MAGAZINE, OR
 WRITING LETTERS TO THE EDITOR OF LOCAL NEWSPAPERS. WE SUPPORT OUR
 MEMBERS BY PROVIDING MATERIALS FOR THEIR DISTRIBUTION, PAYING
 REGISTRATION AND LOGISTICAL FEES FOR LOCAL EVENTS SUCH AS EARTH DAY,
 HOLDING TRAINING AND INFORMATION SESSIONS, RESPONDING TO THEIR
 CORRESPONDENCE AND REQUESTS FOR INFORMATION, AND ORDERS FOR OUR
 PRODUCTS AND/OR PUBLICATIONS. IN 2023, WE HOSTED 20 VIRTUAL EVENTS
 CONNECTING MORE THAN 1,000 INDIVIDUALS. OUR EVENTS, INCLUDING GUEST

4d Other program services (Describe on Schedule O.)

(Expenses \$ 2,702,034. including grants of \$ 495,892.) (Revenue \$)

4e Total program service expenses 10,715,843.

Form 990 (2023)

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	1 X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	2 X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	3	X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	4 X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>	5	X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>	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? <i>If "Yes," complete Schedule D, Part II</i>	7	X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>	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? <i>If "Yes," complete Schedule D, Part IV</i>	9	X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	10 X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	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? <i>If "Yes," complete Schedule D, Part VII</i>	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? <i>If "Yes," complete Schedule D, Part VIII</i>	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? <i>If "Yes," complete Schedule D, Part IX</i>	11d X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	11e X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	11f	X
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	12a	X
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>	12b X	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	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? <i>If "Yes," complete Schedule F, Parts I and IV</i>	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? <i>If "Yes," complete Schedule F, Parts II and IV</i>	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? <i>If "Yes," complete Schedule F, Parts III and IV</i>	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? <i>If "Yes," complete Schedule G, Part I. See instructions</i>	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? <i>If "Yes," complete Schedule G, Part II</i>	18	X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>	19	X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	20a	X
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? <i>If "Yes," complete Schedule I, Parts I and II</i>	21 X	

Part IV Checklist of Required Schedules (continued)

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

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V ☐

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	34
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

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

	Yes	No
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	45
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X
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 O	3b	
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	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 Accounts (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 transaction?	5b	X
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c	
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a	X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	
7 Organizations that may receive deductible contributions under section 170(c).		
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a	X
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	X
d If "Yes," indicate the number of Forms 8282 filed during the year	7d	
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8	N/A
9 Sponsoring organizations maintaining donor advised funds.		
a Did the sponsoring organization make any taxable distributions under section 4966?	9a	N/A
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b	N/A
10 Section 501(c)(7) organizations. Enter:		
a Initiation fees and capital contributions included on Part VIII, line 12	10a	N/A
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11 Section 501(c)(12) organizations. Enter:		
a Gross income from members or shareholders	11a	N/A
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	N/A
13 Section 501(c)(29) qualified nonprofit health insurance issuers.		
a Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a	N/A
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c Enter the amount of reserves on hand	13c	
14a Did the organization receive any payments for indoor tanning services during the tax year?	14a	X
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b	
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15	X
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16	X
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17	N/A

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

	1a	1b	Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year 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 O.	13			
b Enter the number of voting members included on line 1a, above, who are independent		13		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?				X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?				X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?				X
5 Did the organization become aware during the year of a significant diversion of the organization's assets?				X
6 Did the organization have members or stockholders?				X
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?				X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?				X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a The governing body?			X	
b Each committee with authority to act on behalf of the governing body?			X	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O				X

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed SEE SCHEDULE O

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☒ Own website ☐ Another's website ☒ Upon request ☐ Other (explain on Schedule O)

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records
JOHN SEAGER - (202) 332-2200
2120 L STREET, NW, SUITE 500, WASHINGTON, DC 20037

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JOHN SEAGER PRESIDENT & CEO	32.75 4.76			X				303,943.	0.	38,525.
(2) PAMELA WASSERMAN SR. VP FOR EDUCATION	37.50 0.00				X			241,184.	0.	34,549.
(3) BRIAN DIXON SR. VP FOR MEDIA & GOV. REL.	27.38 10.12				X			245,275.	0.	22,346.
(4) MARIA OROZCO SR. VP OF ADMINISTRATION/CFO	35.84 1.66				X			240,793.	0.	23,804.
(5) SHAUNA SCHERER SR. VP FOR ADVANCEMENT	34.40 3.10				X			235,207.	0.	20,610.
(6) MARIAN STARKEY VP FOR COMMUNICATIONS	35.78 1.72				X			188,432.	0.	25,160.
(7) ESTELLE RABONI CHAIR	2.00 0.00	X		X				0.	0.	0.
(8) BRYCE HACH VICE CHAIR	2.00 0.00	X		X				0.	0.	0.
(9) BOB PETTAPECE TREASURER	2.00 0.00	X		X				0.	0.	0.
(10) RODRIGO BARILLAS SECRETARY	2.00 0.00	X		X				0.	0.	0.
(11) KEVIN WHALEY BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(12) AMY DICKSON BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(13) MARK HATHAWAY BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(14) AARON ALLEN BOARD MEMBER	2.00 1.00	X						0.	0.	0.
(15) GLADYS KALEMA-ZIKUSOKA BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(16) SEEMA MOHAPATRA BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(17) MELVINE OUYO BOARD MEMBER	2.00 0.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) HEATHER SMITH BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(19) MARY BETH WEINBERGER BOARD MEMBER	2.00 0.00	X						0.	0.	0.
1b Subtotal								1,454,834.	0.	164,994.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,454,834.	0.	164,994.

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

18

- 3** Did the organization list any **former** officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 4** For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual
- 5** Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

	Yes	No
3		X
4	X	
5		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
RWT PRODUCTION LLC 8932 ORANGE HUND LANE, ANNANDALE, VA 22003	PRINTING	986,295.
PEABODY PRESS 601 NORTH POINT ROAD, BALTIMORE, MD 21237	PRINTING	388,948.
LAUTMAN MASKA NEILL & COMPANY, 1730 RHODE ISLAND AVE NW #301, WASHINGTON, DC 20036	CONSULTING	218,500.
EVERYACTION INC., 655 15TH ST. NW SUITE 650, WASHINGTON, DC 20005	DATA BASE CRM	183,371.
ROSEDALE GREEN CONSULTING 1323 INGRAHAM ST. NW, WASHINGTON, DC 20005	CONSULTING	151,208.

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

10

Part VIII Statement of RevenueCheck if Schedule O contains a response or note to any line in this Part VIII ☐

				(A)	(B)	(C)	(D)
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a				
	b	Membership dues	1b	618,447.			
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above ...	1f	14,927,958.			
	g	Noncash contributions included in lines 1a-1f	1g	\$ 84,714.			
	h	Total. Add lines 1a-1f		15,546,405.			
Program Service Revenue	2 a	COURSE TUITION	Business Code	900099	2,304.	2,304.	
	b	HONORARIUM	900099	525.	525.		
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		2,829.			
	Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		631,253.		
4		Income from investment of tax-exempt bond proceeds					
5		Royalties		25,284.			25,284.
6 a		Gross rents	(i) Real				
b		Less: rental expenses ...	(ii) Personal				
c		Rental income or (loss)					
d		Net rental income or (loss)					
7 a		Gross amount from sales of assets other than inventory	(i) Securities				
b		Less: cost or other basis and sales expenses	(ii) Other				
c		Gain or (loss)					
d		Net gain or (loss)		76,912.			76,912.
8 a		Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18					
b		Less: direct expenses					
c		Net income or (loss) from fundraising events					
9 a	Gross income from gaming activities. See Part IV, line 19						
b	Less: direct expenses						
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances		5,259.				
b	Less: cost of goods sold		0.				
c	Net income or (loss) from sales of inventory		5,259.	5,259.			
Miscellaneous Revenue	11 a		Business Code				
	b						
	c						
	d	All other revenue					
	e	Total. Add lines 11a-11d					
	12	Total revenue. See instructions		16,287,942.	8,088.	0.	733,449.

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	3,497,287.	3,497,287.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	189,368.	189,368.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	297,947.	235,378.	17,877.	44,692.
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	3,848,991.	2,550,497.	531,085.	767,409.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	195,885.	130,057.	26,747.	39,081.
9 Other employee benefits	397,619.	265,643.	53,294.	78,682.
10 Payroll taxes	293,377.	196,750.	38,919.	57,708.
11 Fees for services (nonemployees):				
a Management				
b Legal	23,652.	15,664.	3,515.	4,473.
c Accounting	192,426.	129,073.	26,419.	36,934.
d Lobbying				
e Professional fundraising services. See Part IV, line 17	168,000.			168,000.
f Investment management fees	14,053.		14,053.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	823,925.	753,729.	66,615.	3,581.
12 Advertising and promotion	2,268.	2,268.		
13 Office expenses	130,951.	88,193.	16,535.	26,223.
14 Information technology	242,107.	166,709.	1,905.	73,493.
15 Royalties	112,437.	112,437.		
16 Occupancy	484,896.	328,702.	61,166.	95,028.
17 Travel	182,766.	165,971.	4,180.	12,615.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	63,532.	48,634.	5,088.	9,810.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	103,641.	69,593.	14,308.	19,740.
23 Insurance	62,421.	42,731.	7,963.	11,727.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a PRINTING AND PRODUCTION	1,101,987.	1,025,808.	496.	75,683.
b POSTAGE AND DELIVERY	563,081.	518,397.	274.	44,410.
c SUBSCRIPTIONS	134,596.	91,312.	20,851.	22,433.
d SERVICE CHARGES	86,803.	77,407.	3,420.	5,976.
e All other expenses	33,628.	14,235.	2,873.	16,520.
25 Total functional expenses. Add lines 1 through 24e	13,247,644.	10,715,843.	917,583.	1,614,218.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input checked="" type="checkbox"/> if following SOP 98-2 (ASC 958-720)	1,418,582.	789,832.	0.	628,750.

Part X Balance SheetCheck if Schedule O contains a response or note to any line in this Part X ☐

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	1,418,618.	1	1,280,292.
	2 Savings and temporary cash investments	2,288,697.	2	6,272,678.
	3 Pledges and grants receivable, net	86,461.	3	1,341,485.
	4 Accounts receivable, net	489,735.	4	5,708.
	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	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use	4,480.	8	31,365.
	9 Prepaid expenses and deferred charges	313,928.	9	396,389.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 1,044,795.		
	b Less: accumulated depreciation	10b 732,226.		
		395,702.	10c	312,569.
	11 Investments - publicly traded securities	17,735,527.	11	21,361,442.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
15 Other assets. See Part IV, line 11	4,317,107.	15	2,414,235.	
16 Total assets. Add lines 1 through 15 (must equal line 33)	27,050,255.	16	33,416,163.	
Liabilities	17 Accounts payable and accrued expenses	955,422.	17	890,544.
	18 Grants payable	195,000.	18	0.
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to 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		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	3,718,450.	25	4,086,494.
	26 Total liabilities. Add lines 17 through 25	4,868,872.	26	4,977,038.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	22,175,383.	27	28,322,809.
	28 Net assets with donor restrictions	6,000.	28	116,316.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	22,181,383.	32	28,439,125.
	33 Total liabilities and net assets/fund balances	27,050,255.	33	33,416,163.

Form 990 (2023)

Part XI Reconciliation of Net AssetsCheck 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	16,287,942.
2	Total expenses (must equal Part IX, column (A), line 25)	2	13,247,644.
3	Revenue less expenses. Subtract line 2 from line 1	3	3,040,298.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	22,181,383.
5	Net unrealized gains (losses) on investments	5	3,217,444.
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	28,439,125.

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII ☐

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	2a	X
b Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	2b	X
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	2c	X
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the 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 audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____	3b	

Form 990 (2023)

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

POPULATION CONNECTION

Employer identification number

94-1703155

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

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

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

f Enter the number of supported organizations _____

g Provide the following information about the supported organization(s).

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

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 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.")	10378424.	8027329.	13258258.	10875020.	15546405.	58085436.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	10378424.	8027329.	13258258.	10875020.	15546405.	58085436.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						58085436.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	10378424.	8027329.	13258258.	10875020.	15546405.	58085436.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	465,895.	499,812.	489,938.	399,806.	656,537.	2511988.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	14.	46,300.				46,314.
11 Total support. Add lines 7 through 10						60643738.
12 Gross receipts from related activities, etc. (see instructions)					12	68,863.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	95.78	%
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	95.32	%
16a 33 1/3% support test - 2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
b 33 1/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			<input type="checkbox"/>

Schedule A (Form 990) 2023

Part III Support Schedule for Organizations Described in Section 509(a)(2)

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

Section A. Public Support

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

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included 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.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2022 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2022 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2023. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ☐

b 33 1/3% support tests - 2022. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ☐

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

Part IV Supporting Organizations

(Complete only if you checked a box 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

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? If "No," describe in 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.		
1		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		
2		

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
1		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in 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 "Yes," describe in Part VI the role the organization's supported organizations played in this regard.		
3		

Section E. Type III Functionally Integrated Supporting Organizations

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

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

- 1 ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). **See instructions.**
All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 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	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Schedule A (Form 990) 2023

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

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5	
6 Other distributions (<i>describe in Part VI</i>). See instructions.	6	
7 Total annual distributions. Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8	
9 Distributable amount for 2023 from Section C, line 6	9	
10 Line 8 amount divided by line 9 amount	10	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2023	(iii) Distributable Amount for 2023
1 Distributable amount for 2023 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2023 (reasonable cause required - <i>explain in Part VI</i>). 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			
i 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, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2024. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2019			
b Excess from 2020			
c Excess from 2021			
d Excess from 2022			
e Excess from 2023			

Schedule A (Form 990) 2023

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; 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.)

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2023

Name of the organization

Employer identification number

POPULATION CONNECTION

94-1703155

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

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

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

☐ 527 political organization

Form 990-PF

☐ 501(c)(3) exempt private foundation

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

☐ 501(c)(3) taxable private foundation

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

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

General Rule

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

Special Rules

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

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

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

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

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

POPULATION CONNECTION

94-1703155

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		\$ 8,000,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization

Employer identification number

94-1703155

POPULATION CONNECTION

Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) \$ _____

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) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee

SCHEDULE C
(Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

OMB No. 1545-0047

2023

**Open to Public
Inspection**

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

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

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

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

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

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

Name of organization

POPULATION CONNECTION

Employer identification number

94-1703155

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

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

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

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

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

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

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

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

Schedule C (Form 990) 2023

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

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)		0.													
b Total lobbying expenditures to influence a legislative body (direct lobbying)		16,221.													
c Total lobbying expenditures (add lines 1a and 1b)		16,221.													
d Other exempt purpose expenditures		13,217,370.													
e Total exempt purpose expenditures (add lines 1c and 1d)		13,233,591.													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		811,680.													
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000,</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000,</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000,</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000,</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000,</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	not over \$500,000,	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000,	\$1,000,000.			
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
not over \$500,000,	20% of the amount on line 1e.														
over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.														
over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.														
over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.														
over \$17,000,000,	\$1,000,000.														
g Grassroots nontaxable amount (enter 25% of line 1f)		202,920.													
h Subtract line 1g from line 1a. If zero or less, enter -0-		0.													
i Subtract line 1f from line 1c. If zero or less, enter -0-		0.													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?			<input type="checkbox"/> Yes <input type="checkbox"/> No												

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below.

See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) Total
2a Lobbying nontaxable amount	623,706.	602,149.	786,090.	811,680.	2,823,625.
b Lobbying ceiling amount (150% of line 2a, column(e))					4,235,438.
c Total lobbying expenditures		19,284.		16,221.	35,505.
d Grassroots nontaxable amount	155,927.	150,537.	196,523.	202,920.	705,907.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,058,861.
f Grassroots lobbying expenditures					

Schedule C (Form 990) 2023

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

Attach to Form 990.

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

POPULATION CONNECTION

Employer identification number

94-1703155

Part I

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

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

Part II

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).

<input type="checkbox"/> Preservation of land for public use (for example, recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included on line 2a	2c
d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year

4 Number of states where property subject to conservation easement is located

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III

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

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

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenue included on Form 990, Part VIII, line 1

(ii) Assets included in Form 990, Part X

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1

b Assets included in Form 990, Part X

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

Schedule D (Form 990) 2023

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

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

a ☐ Public exhibition

d ☐ Loan or exchange program

b ☐ Scholarly research

e ☐ Other _____

c ☐ Preservation for future generations

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

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

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

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

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

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

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

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII ☐

Part V Endowment Funds Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	1,000.	1,000.	1,000.	1,000.	1,000.
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	1,000.	1,000.	1,000.	1,000.	1,000.

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment _____ %

b Permanent endowment 100 %

c Term endowment _____ %

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

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

(i) Unrelated organizations? _____

(ii) Related organizations? _____

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

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

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

Part VI Land, Buildings, and Equipment

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		789,863.	538,802.	251,061.
d Equipment		166,071.	164,377.	1,694.
e Other		88,861.	29,047.	59,814.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				312,569.

Schedule D (Form 990) 2023

Part VII Investments - Other Securities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(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)		
Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B))		

Part IX Other Assets

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

(a) Description	(b) Book value
(1) DEPOSITS	33,720.
(2) DUE FROM RELATED PARTY	577,519.
(3) RIGHT OF USE ASSET	1,802,996.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	2,414,235.

Part X Other Liabilities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

(a) Description of liability	(b) Book value
1. (1) Federal income taxes	
(2) GIFT ANNUITY LIABILITY	936,106.
(3) DUE TO RELATED PARTY	958,649.
(4) OPERATING LEASE LIABILITY	2,191,739.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	4,086,494.

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

Schedule D (Form 990) 2023

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

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

1	Total revenue, gains, and other support per audited financial statements	1	19,674,956.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	3,217,444.
b	Donated services and use of facilities	2b	183,623.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	3,401,067.
3	Subtract line 2e from line 1	3	16,273,889.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	14,053.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	14,053.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	16,287,942.

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

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

1	Total expenses and losses per audited financial statements	1	13,417,214.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	183,623.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	183,623.
3	Subtract line 2e from line 1	3	13,233,591.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	14,053.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	14,053.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	13,247,644.

Part XIII Supplemental Information

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

PART V, LINE 4:

PERMANENTLY RESTRICTED NET ASSETS REPRESENT THE LES CORSA FUND ESTABLISHED IN 1988. THE INCOME EARNED ON THE INVESTMENT OF THE ORIGINAL CONTRIBUTIONS IS TO BE USED TO PROVIDE AN ANNUAL AWARD FOR THE POPULATION CONNECTION MEMBER WHO HAS MADE OUTSTANDING CONTRIBUTIONS IN THE FIELD OF POPULATION POLICY AND FAMILY PLANNING.

**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

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

Attach to Form 990.

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

Employer identification number

POPULATION CONNECTION

94-1703155

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

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

2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
SUB-SAHARAN AFRICA	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		154,368.
SOUTH ASIA	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		35,000.
3 a Subtotal	0	0			189,368.
b Total from continuation sheets to Part I	0	0			0.
c Totals (add lines 3a and 3b)	0	0			189,368.

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

Schedule F (Form 990) 2023

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	PROGRAM SUPPORT	52,068.	WIRE	0.		
		SUB-SAHARAN AFRICA	PROGRAM SUPPORT	32,300.	WIRE	0.		
		SUB-SAHARAN AFRICA	PROGRAM SUPPORT	30,000.	WIRE	0.		
		SUB-SAHARAN AFRICA	PROGRAM SUPPORT	20,000.	WIRE	0.		
		SUB-SAHARAN AFRICA	PROGRAM SUPPORT	10,000.	WIRE	0.		
		SUB-SAHARAN AFRICA	PROGRAM SUPPORT	10,000.	WIRE	0.		
		SOUTH ASIA	PROGRAM SUPPORT	35,000.	WIRE	0.		

- 2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter 0
- 3 Enter total number of other organizations or entities 7

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed.

[illegible]

Part IV Foreign Forms

- 1** Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see the Instructions for Form 926)* ☒ Yes ☐ No
- 2** Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see the Instructions for Forms 3520 and 3520-A; don't file with Form 990)* ☐ Yes ☒ No
- 3** Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see the Instructions for Form 5471)* ☐ Yes ☒ No
- 4** Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see the Instructions for Form 8621)* ☐ Yes ☒ No
- 5** Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see the Instructions for Form 8865)* ☐ Yes ☒ No
- 6** Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see the Instructions for Form 5713; don't file with Form 990)* ☐ Yes ☒ No

Schedule F (Form 990) 2023

Part V Supplemental Information

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

PART I, LINE 2:

POPCONN SUPPORTS LIKE MINDED ORGANIZATIONS WITH COMPATIBLE GOALS AND
MAKES DONATIONS TO SUPPORT THEIR MISSIONS. DONATIONS ARE NOT MONITORED
AFTER AWARD.

FOR GRANT RECIPIENTS, POPCONN REQUIRES A SIGNED GRANT AGREEMENT WHICH,
AMONG OTHER CONSIDERATIONS, REQUIRES AN ANNUAL REPORT FROM THE RECIPIENT
ORGANIZATION.

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

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

Attach to Form 990 or Form 990-EZ.

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

POPULATION CONNECTION

Employer identification number

94-1703155

Part I

Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 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
- c ☐ Phone solicitations
- d ☐ In-person solicitations
- e ☐ Solicitation of non-government grants
- f ☐ Solicitation of government grants
- g ☐ Special fundraising events

2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services?

☒ Yes☐ No

- b** If "Yes," list the 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 address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
LAUTMAN MASKA NEILL & COMPANY - 1730 RHODE ISLAND AVE, NW	STRATEGIC CONSULT. , SEGMENTATION, CREATIVE		X	1,147,530.	168,000.	979,530.
Total				1,147,530.	168,000.	979,530.

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

AL, AR, CA, CO, CT, DC, FL, GA, HI, IL, KS, KY, MA, MD, ME, MI, MN, MS, NC, ND, NH, NJ, NV, NY, NM
OH, OK, OR, PA, RI, SC, TN, UT, VA, WA, WI, WV

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

Schedule G (Form 990) 2023

SEE PART IV FOR CONTINUATIONS

LHA 332081 09-13-23

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2023.04010 POPULATION CONNECTION

40101 1

17290805 745960 40101

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.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		(event type)	(event type)	(total number)	
Revenue	1 Gross receipts				
	2 Less: Contributions				
	3 Gross income (line 1 minus line 2)				
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses				
	10 Direct expense summary. Add lines 4 through 9 in column (d)				
11 Net income summary. Subtract line 10 from line 3, column (d)					

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

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> 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 Enter the state(s) in which the organization conducts gaming activities: _____

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

b If "No," explain: _____

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

b If "Yes," explain: _____

- 11** Does the organization conduct gaming activities with nonmembers? ☐ Yes ☐ No
- 12** Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? ☐ Yes ☐ No
- 13** Indicate the percentage of gaming activity conducted in:
- | | | |
|--------------------------------------|------------|---|
| a The organization's facility | 13a | % |
| b An outside facility | 13b | % |
- 14** Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name _____

Address _____

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

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

c If "Yes," enter name and address of the third party:

Name _____

Address _____

- 16** Gaming manager information:

Name _____

Gaming manager compensation \$ _____

Description of services provided _____

☐ Director/officer ☐ Employee ☐ Independent contractor

- 17** Mandatory distributions:

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

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

Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

SCHEDULE G, PART I, LINE 2B, LIST OF TEN HIGHEST PAID FUNDRAISERS:

(I) NAME OF FUNDRAISER: LAUTMAN MASKA NEILL & COMPANY

(I) ADDRESS OF FUNDRAISER:

1730 RHODE ISLAND AVE, NW STE 301, WASHINGTON, DC 20036

(II) ACTIVITY: STRATEGIC CONSULT., SEGMENTATION, CREATIVE SVCS. & REPORTING

Part IV	Supplemental Information <i>(continued)</i>
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[illegible]

SCHEDULE I
(Form 990)

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.
Attach to Form 990.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

**Open to Public
Inspection**

Name of the organization

POPULATION CONNECTION

Employer identification number
94-1703155

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ **Yes** ☐ **No**
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
POPULATION CONNECTION ACTION FUND 2120 L STREET NW SUITE 500 WASHINGTON, DC 20037	46-3083014	501(C)(4)	3,300,000.	0.			PROGRAM SUPPORT
THE PARTNERSHIP PROJECT INC PO BOX 65826 WASHINGTON, DC 20035	52-2192070	501(C)(3)	70,000.	0.			PROGRAM SUPPORT
LEMUR LOVE ORGANIZATION 7972 AVENIDA NAVIDAD APT86 SAN DIEGO, CA 92122	46-1174853	501(C)(3)	50,000.	0.			PROGRAM SUPPORT
GREENLATINOS 1919 14TH ST. STE 700 BOULDER, CO 80302	26-3386082	501(C)(3)	13,000.	0.			PROGRAM SUPPORT
GREEN 2.0 1730 RHODE ISLAND AVE NW SUITE 610 WASHINGTON, DC 20036	46-5220283	501(C)(3)	15,000.	0.			PROGRAM SUPPORT
WINGS 1043 GRAND AVE #299 ST. PAUL, MN 55105	31-1759515	501(C)(3)	10,000.	0.			PROGRAM SUPPORT

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **5.**
- 3** Enter total number of other organizations listed in the line 1 table **1.**

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

Schedule I (Form 990) 2023

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:**

POPULATION CONNECTION GAVE A GRANT TO A RELATED ORGANIZATION, POPULATION CONNECTION ACTION FUND. POPULATION CONNECTION IS THE SOLE VOTING MEMBER OF THE ACTION FUND, AND ITS RECORD KEEPING IS MAINTAINED BY POPULATION CONNECTION STAFF. THEREFORE, MONITORING OF THE GRANT IS DONE ON A CONTINUOUS BASIS.

POPCONN ALSO SUPPORTS LIKE MINDED ORGANIZATIONS WITH COMPATIBLE GOALS AND MAKES DONATIONS TO SUPPORT THEIR MISSIONS. DONATIONS ARE NOT MONITORED

Part IV Supplemental Information

AFTER AWARD.

FOR GRANT RECIPIENTS, POPCONN REQUIRES A SIGNED GRANT AGREEMENT WHICH,
AMONG OTHER CONSIDERATIONS, REQUIRES AN ANNUAL REPORT FROM THE RECIPIENT
ORGANIZATION.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

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2023

Open to Public
Inspection

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Part I Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. <input type="checkbox"/> First-class or charter travel <input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Travel for companions <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Tax indemnification and gross-up payments <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Discretionary spending account <input type="checkbox"/> Personal services (such as maid, chauffeur, chef)		
b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b	
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?	2	
3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. <input checked="" type="checkbox"/> Compensation committee <input type="checkbox"/> Written employment contract <input type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Compensation survey or study <input type="checkbox"/> Form 990 of other organizations <input checked="" type="checkbox"/> Approval by the board or compensation committee		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:		
a Receive a severance payment or change-of-control payment?	4a	X
b Participate in or receive payment from a supplemental nonqualified retirement plan?	4b	X
c Participate in or receive payment from an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.	4c	X
Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:		
a The organization?	5a	X
b Any related organization? If "Yes" on line 5a or 5b, describe in Part III.	5b	X
6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:		
a The organization?	6a	X
b Any related organization? If "Yes" on line 6a or 6b, describe in Part III.	6b	X
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III	7	X
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	8	X
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9	

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

Schedule J (Form 990) 2023

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) JOHN SEAGER PRESIDENT & CEO	(i)	303,943.	0.	0.	18,068.	20,457.	342,468.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) PAMELA WASSERMAN SR. VP FOR EDUCATION	(i)	216,184.	25,000.	0.	14,207.	20,342.	275,733.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) BRIAN DIXON SR. VP FOR MEDIA & GOV. REL.	(i)	220,275.	25,000.	0.	12,118.	10,228.	267,621.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) MARIA OROZCO SR. VP OF ADMINISTRATION/CFO	(i)	215,793.	25,000.	0.	14,491.	9,313.	264,597.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) SHAUNA SCHERER SR. VP FOR ADVANCEMENT	(i)	210,207.	25,000.	0.	0.	20,610.	255,817.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) MARIAN STARKEY VP FOR COMMUNICATIONS	(i)	163,432.	25,000.	0.	10,429.	14,731.	213,592.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

PART I, LINE 7:**THE FOLLOWING BONUSES WERE INCLUDED ON PART VII OF THE 990:**

PAMELA WASSERMAN \$25,000

BRIAN DIXON \$25,000

MARIA OROZCO \$25,000

SHAUNA SCHERER \$25,000

MARIAN STARKEY \$25,000

**SCHEDULE M
(Form 990)**

Department of the Treasury
Internal Revenue Service

Noncash Contributions

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

OMB No. 1545-0047

2023

Open to Public
Inspection

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POPULATION CONNECTION

94-1703155

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	21	84,714.	FMV
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other ...				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (.....)				
26 Other (.....)				
27 Other (.....)				
28 Other (.....)				

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

29

0

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it
must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for
exempt purposes for the entire holding period?

b If "Yes," describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash
contributions?

b If "Yes," describe in Part II.

33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked,
describe in Part II.

	Yes	No
30a		X
31	X	
32a		X
33		

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

Schedule M (Form 990) 2023

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

SCHEDULE M, PART I, COLUMN (B):

THE AMOUNT IN COLUMN (B) REPORTS THE NUMBER OF CONTRIBUTIONS RECEIVED.

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.

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FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

BY EARTH'S RESOURCES.

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

TRANS WOMEN OF COLOR COLLECTIVE AND WYANDOT BEHAVIORAL HEALTH NETWORK,
AND A REPRESENTATIVE FROM TRANSGENDER JUSTICE INITIATIVE AT THE HUMAN
RIGHTS CAMPAIGN AND ADVOCATES FOR BETTER CARE ATLANTA. HOSTED A VIRTUAL
KICKOFF OF OUR #FIGHT4HER CAMPAIGN FEATURING COLLEAGUES FROM VARIOUS
ORGANIZATIONS IN EAST AFRICA INCLUDING TARETO AFRICA, NAWEZA TENA,
AWAKENING HORN FOR INCLUSIVE DEVELOPMENT, TUNAWEZA FOUNDATION, THE
ALLIANCE OF WOMEN ADVOCATING FOR CHANGE, AND HOPE FOR KENYA SLUM
ADOLESCENTS INITIATIVE. THESE COLLEAGUES TALKED ABOUT THEIR RESPECTIVE
WORK IN SEXUAL AND REPRODUCTIVE HEALTH AND THE IMPORTANCE OF ACTIVISTS
HERE IN THE U.S. WORKING TOWARD REPRODUCTIVE HEALTH AND RIGHTS FOR ALL.
ONE OF OUR FIELD STAFF ATTENDED THE NETROOTS NATION PROGRESSIVE
CONFERENCE, AND AS AN ORGANIZATION WE SPONSORED 10 ACTIVISTS FROM
AROUND THE COUNTRY TO ATTEND THE EVENT, AS WELL. WE ALSO HAD ACTIVISTS
TAKE ONLINE ACTION BY PLEDGING TO #FIGHT4HER, AND CONTACTING THEIR
LEGISLATORS ASKING THEM TO SUPPORT THE GLOBAL HER ACT. WE ALSO ASKED
PEOPLE TO SIGN A "PEOPLE'S PLEDGE" TO PROTECT MIFEPRISTONE (A
MEDICATION ABORTION) AND TO PREVENT JUDICIAL OVERREACH ON REPRODUCTIVE
HEALTH ISSUES.

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

FACILITATORS. THESE WERE HELD IN NEW ORLEANS, SEATTLE AND ST. LOUIS FOR
A TOTAL OF 58 NEW TRAINERS.

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

Schedule O (Form 990) 2023

LHA 332211 11-14-23

Name of the organization	POPULATION CONNECTION	Employer identification number	94-1703155
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- JUDGED 2,384 STUDENT VIDEO SUBMISSIONS TO THE 12TH ANNUAL WORLD OF 7 BILLION VIDEO CONTEST FOR MIDDLE AND HIGH SCHOOL STUDENTS, COVERING THE TOPICS OF CLIMATE CHANGE, GENDER EQUALITY, AND WASTE
- FACILITATED A GRADUATE-LEVEL ONLINE COURSE FOR 30 MIDDLE AND HIGH SCHOOL SCIENCE AND SOCIAL STUDIES TEACHERS THROUGH ADAMS STATE UNIVERSITY DURING THE SUMMER AND FALL SEMESTERS (2 OFFERINGS).
- PRODUCED A NEW WORLD POPULATION MAP (CARTOGRAM) FOR DISTRIBUTION TO TEACHERS
- PRODUCED A NEW POSTER, "A QUICK TRIP TO 8 BILLION" (DOUBLE-SIDED WITH A HISTORICAL TIMELINE AND NEW INFOGRAPHICS)
- EXHIBITED MATERIALS AT TWO MAJOR TEACHER CONVENTIONS (NATIONAL SCIENCE TEACHERS ASSOCIATION ATLANTA; NATIONAL COUNCIL FOR THE SOCIAL STUDIES IN NASHVILLE).
- WE HAD 196 ACTIVE VOLUNTEERS IN 2023.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:
SPEAKERS, A PHOTO CONTEST, GLOBAL PARTNER PRESENTATIONS, AND BOOK CLUB DISCUSSIONS, HAVE FOSTERED A VIBRANT COMMUNITY DIALOGUE ON POPULATION TRENDS, REPRODUCTIVE RIGHTS, AND SUSTAINABLE DEVELOPMENT.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:
COMMUNICATIONS: TO KEEP POPULATION CONNECTION MEMBERS AND SUPPORTERS, FEDERAL DECISIONMAKERS, AND JOURNALISTS UP-TO-DATE ON U.S. AND GLOBAL POPULATION ISSUES. POPULATION CONNECTION PUBLISHED:
- FOUR ISSUES OF POPULATION CONNECTION MAGAZINE, CIRCULATION =65,000; HARD COPIES MAILED TO POPULATION CONNECTION MEMBERS, EVERY MEMBER OF CONGRESS, AND OVER 3,000 PUBLIC AND UNIVERSITY LIBRARIES.
- FIVE LETTERS TO THE EDITOR IN U.S. NEWSPAPERS, TWO OF THEM IN THE NEW

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YORK TIMES AND ONE IN THE BOSTON GLOBE

- 40 BLOG POSTS ON THE POPULATION CONNECTION WEBSITE, RANGING IN TOPIC
FROM LONG-RANGE POPULATION PROJECTIONS TO CHINA'S POPULATION PEAK TO
DEFORESTATION AND HABITAT LOSS

- DAILY FACEBOOK, TWITTER/X, AND INSTAGRAM SOCIAL MEDIA CONTENT
- NEW WEBSITE CONTENT AND UPDATES

POPULATION CONNECTION STAFF:

- GAVE VIRTUAL PRESENTATIONS TO OVER 75 COLLEGE AND UNIVERSITY CLASSES
AROUND THE COUNTRY

- TAUGHT A FIVE-WEEK VIRTUAL SUMMER CLASS AT THE UNIVERSITY OF NORTH
CAROLINA GREENSBORO

- PARTICIPATED IN INTERVIEWS ON THREE DIFFERENT PODCASTS

- HOSTED A WEBINAR FOR MEMBERS AND SUPPORTERS ON WORLD POPULATION DAY

- RESPONDED TO HUNDREDS OF INFORMATION REQUESTS FROM STUDENTS, DONORS,
AND MEMBERS OF THE GENERAL PUBLIC

EXPENSES \$ 2,153,468. INCLUDING GRANTS OF \$ 195,874. REVENUE \$ 0.

GOVERNMENT RELATIONS: TO INFORM CONGRESS AND THE ADMINISTRATION ABOUT
POPULATION ISSUES AND TO ADVOCATE THE ADOPTION OF MEASURES TO MOVE THE
UNITED STATES AND THE WORLD TOWARDS STABILIZING POPULATION; TO
INFLUENCE POPULATION-RELATED LEGISLATION; TO MOBILIZE MEMBERS TO TAKE
ACTION. 2022 HIGHLIGHTS: POPULATION CONNECTION CONTINUES TO STRENGTHEN
OUR RELATIONSHIPS WITH INTERNATIONAL NON-GOVERNMENTAL ORGANIZATIONS
(NGOS) IN AFRICA AND LATIN AMERICA. WE LOOK FOR THE TYPE OF NGO THAT'S
BEEN EMBEDDED IN ITS COMMUNITY AND IS AN ORGANIC PART OF THE COMMUNITY,
WITH THE MISSION TO IMPROVE THE RELATIONSHIP BETWEEN PEOPLE AND THE
ENVIRONMENT. THE VISION OF THESE NGOS IS COMPLEMENTARY WITH POPULATION
CONNECTION'S MISSION TO STABILIZE POPULATION AT A LEVEL THAT CAN BE

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SUSTAINED BY THE ENVIRONMENT.

INTERNATIONAL ENGAGEMENT 2023 HIGHLIGHTS

THROUGHOUT 2023, POPULATION CONNECTION CONTINUED TO SUPPORT OUR GLOBAL PARTNERS IN THE GLOBAL PARTNER PROGRAM. WE'VE FINANCED THE GPP FOR ABOUT FOUR YEARS; THE PROGRAM CONSISTS OF PINPOINTING (OFTEN BY WORD OF MOUTH), AND VETTING SMALL, INDIGENOUS, AND GRASSROOTS LEVEL NONPROFIT ORGANIZATIONS, MOST OF ARE SMALL IN STAFF AND BUDGET. WE AWARD GRANTS TO ABOUT 21 NGOS, MOST OF WHICH ARE IN AFRICA AND LATIN AMERICA. WE REQUIRE THE "GPPS" THAT THE NGO "JOIN" (AT NO COST) THE GLOBAL PARTNERS PROGRAM, SIGN A GRANT AGREEMENT, AND SUBMIT ANNUAL GRANT AND FINANCIAL REPORTS. SOME OF THE NGOS GO ON TO WORK WITH US ON VARIOUS INITIATIVES; OTHERS PARTICIPATE IN VIRTUAL PRESENTATIONS ABOUT THEIR WORK AND FUTURE PLANS. THESE PRESENTATIONS ALLOWS OUR MEMBERS AND SUPPORTERS A WAY TO MEET AND BECOME FAMILIAR WITH THESE AMAZING GROUPS.

THERE ARE ABOUT 21 NONPROFIT ORGANIZATIONS IN THE PROGRAM; WE DON'T PLAN TO TAKE ON MORE THAN A FEW NEW GROUPS (IF AT ALL). HAVING A SMALL, CAREFULLY CHOSEN GROUP OF 21 ALLOWS US TO NURTURE RELATIONSHIPS WITH THE ORGANIZATION'S TEAM, AND ENCOURAGES OUR GLOBAL PARTNERS TO KEEP US "IN THE LOOP" ABOUT BOTH THEIR SUCCESSES, AND CHALLENGES. FURTHER, AND TO OUR ADVANTAGE, WE'VE GROWN FAMILIAR WITH THE OPERATIONAL SIDE OF A SMALL NGO, AND HOW THE NGO RESPONDS TO CHALLENGES AND ADAPTS TO NEW OBJECTIVES.

THE MISSIONS OF OUR GLOBAL PARTNERS ARE COMPLEMENTARY TO THE POPULATION CONNECTION MISSION OF EMPOWERING WOMEN, ALIGNING POPULATION NUMBERS

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WITH ENVIRONMENTAL SUSTAINABILITY, AND HUMAN NEED. OF COURSE, THE GROUPS ARE NOT A MONOLITH; THEY HAVE EXPERIENCE IN THEIR NICHES, WHETHER THAT IS GIRLS' (AND BOYS') EDUCATION; ANIMAL OR PLANT CONSERVATION, HEALTH CARE, ETC.

WE LOOK FOR NGOS EMBEDDED IN, AND ORGANIC TO, THEIR COMMUNITY. MANY OF THE GROUPS'S MISSIONS ARE SIMILAR, LIKE IMPROVING THE FUTURES OF CHILDREN VIA CLASSROOM-TYPE EDUCATION, AND OFFERING ADULT EDUCATION THAT IMPROVES ADULT LIVES, VIA FINANCIAL STABILITY. THE END GOAL, OF COURSE, OF THE NGO ACTIVITIES IS TO NURTURE HEALTHY FAMILIES; BRING OR IMPROVE LITERACY TO THE COMMUNITY; AND CREATE AND MAINTAIN EASY ACCESS TO HEALTH CARE, INCLUDING REPRODUCTIVE AND MATERNAL HEALTH.

AS NOTED ABOVE, WE HAVE A GRANT PORTFOLIO OF APPROXIMATELY 21 NGOS, INCLUDING GROUPS WE'VE DONATED TO. (WE DON'T HAVE ANY REQUIREMENTS FOR NGOS THAT RECEIVE DONATIONS, AS OPPOSED TO GRANTS.) MOST GPS HAVE GOALS SIMILAR TO OUR OWN (WOMEN'S EMPOWERMENT, ENVIRONMENTAL STABILITY, ETC.) WE ALSO INCLUDE GROUPS DOING A RANGE OF SERVICE WORK IN THEIR COMMUNITIES. WE HAVE INDIGENOUS GROUPS, GROUPS FOUNDED AND RUN BY WOMEN, AND GROUPS THAT WORK WITH YOUTH. ALL FOCUS ON URGENT, TIMELY ISSUES. FOR EXAMPLE, WE HAVE NGOS DISTRIBUTING CONTRACEPTION TO THEIR CLIENTS, AND PROVIDING SEXUAL AND REPRODUCTIVE HEALTH EDUCATION TO YOUTH AND ADULTS. EVERY COMMUNITY THAT HOUSES ONE OF THE GP'S IS VERY POOR, WHETHER IN LATIN AMERICA OR AFRICA. THE LOCATION LACKS BASIC HEALTHCARE, FOOD, AND WATER, AND ACCESS BEYOND A PRIMARY SCHOOL EDUCATION. ALL HAVE WOMEN LACK ACCESS TO BASIC HEALTHCARE, AND REPRODUCTIVE HEALTH CARE. WHAT THESE NGOS PROVIDE TO THEIR STAKEHOLDERS AND CLIENTS CAN BE LIFE CHANGING (AND LIFE SAVING) FOR THE PEOPLE IN

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THE COMMUNITY.

POPULATION CONNECTION IS A VOCAL AND VISIBLE ADVOCATE FOR INTERNATIONAL FAMILY PLANNING FUNDING AND THE KIND OF ISSUES THAT ESPECIALLY IMPACT WOMEN AND FAMILIES. HOWEVER, WE WORK IN THE US, AND WE AREN'T SERVICE PROVIDERS TO WOMEN IN AFRICA OR LATIN AMERICA. WORKING WITH OUR INTERNATIONAL PARTNERS THROUGH GRANT PROVISION ALLOWS US TO SEE GROUPS PROVIDING DIRECT SERVICE TO TARGET POPULATIONS, AND IMPROVING THE ENVIRONMENT.

WORKING WITH UNDER-RESOURCED NGOS CATCHES THE ATTENTION OF OUR STAKEHOLDERS, MEMBERS, AND STAFF THAT THERE ARE REAL WORLD PROGRAMS SUCCESSFULLY OPERATING IN VERY CHALLENGING CIRCUMSTANCES. WE'VE GOTTEN A SIGNIFICANT AMOUNT OF FEEDBACK FROM THE GPS THAT THEY APPRECIATE OUR GRANTS. OUR RELATIONSHIPS WITH THE GLOBAL PARTNERS ALLOWS US TO ASSIST THEM IN ACCOMPLISHING THEIR GOALS VIZ. HUMANS, THE ENVIRONMENT, AND ANIMALS, RAISING THE QUALITY OF LIFE FOR ALL.

AS A CONDITION TO BECOMING AND RETAINING A GLOBAL PARTNER POSITION, EACH NGO SIGNS A GRANT AGREEMENT (GA), WITH SEVERAL REQUIREMENTS. THE MOST IMPORTANT REQUIREMENT IS THEY SUBMIT AN END OF YEAR, NARRATIVE REPORT AND FINANCIAL REPORT ABOUT THEIR ACTIVITIES, CHALLENGES, SUCCESSES, AND FUTURE PLANS. THE REPORTS TOGETHER INFORM US ABOUT THE STATUS AND ACCOMPLISHMENTS OF THE NGO'S WORK.

AS NOTED EARLIER IN THIS REPORT, THE GPP SOMETIMES DONATES MONEY TO A FEW NGOS. THESE NGOS ARE NEW TO THE GLOBAL PARTNER PROGRAM, AND/OR ARE A START UP WITH A SMALL BUDGET AND A SMALL STAFF. DEPENDING ON HOW THE

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RELATIONSHIP PROGRESSES, WE OFTEN INCREASE THE DONATION, AND SOMETIMES OFFER A GRANT. DONATIONS DON'T HAVE REQUIREMENTS, SINCE WE DON'T KNOW IF THESE NGOS WILL BECOME GPP MEMBERS.

THE FOLLOWING CASE STUDIES ARE DERIVED FROM END OF YEAR REPORTS FROM GLOBAL PARTNERS, COVERING GOALS AND OBJECTIVES, ACTIVITIES, SUCCESSES, AND CHALLENGES ENCOUNTERED IN 2023. THE FOLLOWING ARE CASE STUDIES FOR SEVERAL GLOBAL PARTNERS.

WINGS GUATEMALA: WINGS GUATEMALA PROVIDES QUALITY REPRODUCTIVE HEALTH EDUCATION AND SERVICES TO UNDERSERVED, PRIMARILY RURAL, GUATEMALAN YOUTH, WOMEN, AND MEN. WINGS WAS AN EARLY GLOBAL PARTNER, AND HAS BEEN AN EXCELLENT PARTNER FOR US. THE GROUP SERVES LOCAL COMMUNITIES, PROVIDING ACCESS TO REPRODUCTIVE HEALTH. THIS GOAL HAS BEEN MET SINCE COVID IMPACTED THE NGO. WINGS' WORK ALLOWS WOMEN AND FAMILIES TO CONTROL THEIR FERTILITY, THEREBY SLOWING GUATEMALA'S RAPIDLY GROWING POPULATION, AND LOWERING THE USE OF NATURAL RESOURCES.

ONE IN THREE (33%) OF INDIGENOUS WOMEN HAS NO ACCESS TO HEALTH AND FAMILY PLANNING SERVICES. 80% OF GUATEMALA'S INDIGENOUS POPULATION LIVES IN POVERTY IN PART DUE TO THIS UNMET NEED. POPULATION CONNECTION'S SUPPORT HELPS WINGS BRING ESSENTIAL REPRODUCTIVE HEALTH CARE TO THE COMMUNITY VIA MOBILE MEDICAL UNITS, STATIONARY CLINICS, SATELLITE TEAMS, AND BY PARTNERING WITH LOCAL HOSPITALS.

THE ORGANIZATION OFFERS ACCESS TO THE FULL RANGE OF TEMPORARY AND PERMANENT CONTRACEPTION, AS WELL AS GENERAL REPRODUCTIVE HEALTH SERVICES, INCLUDING CERVICAL CANCER PREVENTION SERVICES AND TREATMENT

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FOR COMMONLY OCCURRING SEXUALLY TRANSMITTED INFECTIONS (STIS).

AS THE PANDEMIC HAS BECOME LESS OF AN IMMEDIATE THREAT, AND HEALTH CARE IS EASIER TO PROVIDE IN GUATEMALA, WINGS HAS GRADUALLY INCREASED ITS LEVEL OF HEALTH CARE IN THE COMMUNITY. IT HAS NEARLY RETURNED TO ITS PRE-2020 NUMBERS.

SOME ACCOMPLISHMENTS INCLUDE: THREE-QUARTERS OF THE WAY THROUGH 2023, WINGS REACHED 66% OF THEIR ANNUAL PROJECTION FOR TUBAL LIGATIONS, 75% OF THE PROJECTION FOR VASECTOMIES, AND 70% OF THE ANNUAL PROJECTION FOR LONG-ACTING REVERSIBLE CONTRACEPTION (IUDS AND IMPLANTS). THE ORGANIZATION LAUNCHED SERVICES IN JUTIAPA DEPARTMENT IN SEPTEMBER, AND HAD MUCH MORE INITIAL DEMAND THAN ANTICIPATED. (A GUATEMALAN DEPARTMENT IS SIMILAR TO A STATE IN THE US, WITH JUTIAPA BORDERING EL SALVADOR AND THE PACIFIC OCEAN) WINGS PLANS TO REPLICATE SERVICES IN THE DEPARTMENTS OF EL PROGRESO AND JALAPA, BRINGING THEIR COVERAGE REGION TO A TOTAL OF 19 AREAS ACROSS GUATEMALA.

WINGS HAS TWO COMMUNITY ADVISORY BOARDS (CAB), ONE BASED IN THE CENTRAL REGION AND ONE IN ALTA VERAPAZ. THE CABS CONTINUED TO MEET THROUGHOUT 2023, SERVING AS AN AVENUE TO ENSURING THE MEANINGFUL INCLUSION OF COMMUNITY VOICES IN THE ORGANIZATION'S DECISION-MAKING PROCESSES. THE CABS PROVIDE INSIGHT INTO COMMUNITY NEEDS AND PERCEPTIONS OF WINGS' SERVICES, ASSIST WINGS IN TROUBLESHOOTING DIFFICULTIES THEIR PROGRAMS MAY BE FACING, SHAPE THE VISION FOR FUTURE PROGRAMMING, AND HELP EVALUATE CURRENT ACTIVITIES.

EXPENSES \$ 548,566. INCLUDING GRANTS OF \$ 300,018. REVENUE \$ 0.

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FORM 990, PART III, LINE 4D CONTINUATION:

STRETCHERS YOUTH ORGANIZATION: STRETCHERS, IS A MEMBERSHIP, YOUTH-LED COMMUNITY-BASED NONPROFIT THAT PROMOTES HEALTH RIGHTS, GOOD GOVERNANCE, AND GENDER EQUALITY AMONG INDIGENOUS YOUTH AND WOMEN IN UNDERSERVED SECTIONS OF KENYA. STRETCHERS WORKS ON INTEGRATION OF CAPACITY BUILDING, AS WELL AS ADVOCACY AND INFORMATION SHARING THROUGH LINKAGE TO SERVICES FOR A SUSTAINABLE SOCIETY. THE GROUP'S GOALS: IMPROVE HEALTH, GOVERNANCE, GENDER EQUALITY, AND SUSTAINABILITY MAKE IT AN EXCELLENT PARTNER FOR POPULATION CONNECTION.

IN 2022, THE ADOLESCENTS AND YOUTH EMPOWERMENT FOR HEALTH ADVOCACY PROJECT (AYEHA) TOOK UP THE MANTLE, SEEKING TO BRIDGE THE INFORMATION GAP FOR ADOLESCENTS AND YOUNG PEOPLE ABOUT ALL HEALTH ISSUES. THE YOUNG PEOPLE THEMSELVES DROVE THE SPECIFIC NEEDS THAT THEY WANTED TO ADDRESS. ADOLESCENTS AND YOUNG PEOPLE ARE AT THE FOREFRONT, AND ACTIVELY CONTRIBUTE SUGGESTIONS AND CONCERNS.

THE AYEHA PROJECT FOCUSES ON COMPREHENSIVE SEXUALITY EDUCATION, HUMAN RIGHTS, GENDER EQUALITY, AND EMPOWERMENT. IN 2023, STRETCHERS LAUNCHED THE SECOND PHASE OF THE PROJECT IN MOMBASA AND KWALE COUNTY, LEVERAGING PREVIOUS ACCOMPLISHMENTS WHILE INTRODUCING INNOVATIVE APPROACHES TO ADDRESS IDENTIFIED ISSUES. ULTIMATELY, STRETCHERS STRATEGIC GOAL FOR THE NEXT YEAR IS TO CONTRIBUTE TO THE IMPROVED HEALTH AND WELL-BEING OF ADOLESCENTS AND YOUNG PEOPLE.

AMONG STRETCHERS 2023 ACHIEVEMENTS WERE THE FOLLOWING:

- ADOLESCENTS LEARNED ABOUT FAMILY PLANNING AND COMMITTED TO EDUCATING THEIR PEERS ON RESPONSIBLE USAGE, ADDRESSING CONCERNS RELATED TO

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EMERGENCY PILL MISUSE.

- 3 SCHOOLS ACROSS MOMBASA COUNTY EXPRESSED INTEREST IN MENTORSHIP

SESSIONS, WITH CURRENT 70% OF PARTICIPANTS REQUESTING ADDITIONAL

SESSIONS IN THEIR SCHOOLS.

- MENTORSHIP SESSIONS EMPOWERED STUDENTS TO BECOME PEER EDUCATORS,

SHARING KNOWLEDGE GAINED FROM THESE SESSIONS WITH THEIR FRIENDS.

- THE PROJECT FORGED ROBUST PARTNERSHIPS BETWEEN STRETCHERS YOUTH

ORGANIZATION, OTHER CSOS, AND AYP COORDINATORS, ACTIVELY PARTICIPATING

IN COMMUNITY FORUMS.

- ADOLESCENTS VOICED THEIR CONCERNS AND SUBMITTED THEM TO KEY FIGURES,

SUCH AS THE OFFICE OF THE GOVERNOR NAIROBI COUNTY, WOMEN REPRESENTATIVE

NAIROBI COUNTY, AND CABINET SECRETARY FOR YOUTH AFFAIRS, SPORTS, AND

ARTS, DURING THE GIRL SUMMIT EVENT.

- THE GIRL SUMMIT EVENT FACILITATED VALUABLE PARTNERSHIPS BETWEEN

STRETCHERS YOUTH ORGANIZATION, THE NATIONAL GOVERNMENT, NAIROBI COUNTY

GOVERNMENT, AND LOCAL STAKEHOLDERS.

EARLY IN 2023, WE INFORMED THE GLOBAL PARTNERS THAT WE'D CONSIDER

APPLICATIONS FOR FUNDING TO ATTEND CONFERENCES. GIVING NGOS THE ABILITY

TO ATTEND AND SOMETIMES HAVE THE OPPORTUNITY TO PARTICIPATE IN

CONFERENCES, WORKSHOPS, SEMINARS, ETC. IS A POSITIVE ASPECT OF GETTING

TO KNOW THEM. CONFERENCES OFFER A GLOBAL PARTNER A CHANCE TO NETWORK

WITH THEIR PEERS IN-COUNTRY AND OUTSIDE OF THEIR COUNTRY,

MANY OF THESE NGOS ARE LOCATED IN SIMILAR LOCATIONS, AND THUS FACE

SIMILAR CHALLENGES. CONFERENCES GIVE OUR ORGANIZATIONS THE OPPORTUNIT Y

TO NETWORK WITH EXPERTS IN THE FIELD OR RESEARCHING QUALITATIVE AND

QUANTITATIVE AREAS. MEETING PEOPLE WORKING IN NGOS ON ISSUES SIMILAR TO

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THOSE OF THE GLOBAL PARTNERS MAY PROVIDE NEW AND DIFFERENT APPROACHES TO A VARIETY OF CONTINUED ISSUES. NETWORKING CAN REIFY THE GP'S CURRENT ACTIVITY, AND HELP SEE THE "BIG PICTURE," PUTTING THEIR ENVIRONMENTAL, WOMEN'S, CHILDREN'S WORK, ETC., INTO CONTEXT.

THIS JULY 2024, WE'LL BE SPONSORING THE EXECUTIVE DIRECTOR OF STRETCHERS YOUTH ORGANIZATION. DICKSON OKONG'O WILL ATTEND THE INTERNATIONAL AIDS CONFERENCE WHICH IN MUNICH. DICKSON WILL NOT ONLY ATTEND AN EVENT OF 15,000+ ATTENDEES, HE'LL PARTICIPATE IN A WORKSHOP ABOUT BEST PRACTICES IN SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS TRAINING. WE EXPECT HIM TO REPORT BACK, AND WE'RE CONFIDENT THE EVENT ITSELF, AND PARTICIPATING IN THIS WORKSHOP, WILL PROVIDE DICKSON WITH PLENTY OF NEW IDEAS.

NASARUNI ACADEMY FOR MAASAI GIRLS: WHILE THE GLOBAL PARTNER PROGRAM WAS INITIATED IN 2020, IT WASN'T UNTIL 2022 THAT THE GRANT-GIVING EXPANDED TO MORE NGOS IN AFRICA AND LATIN AMERICA. IT WAS IN 2022, IN FACT, THAT WE FIRST PROVIDED FUNDING TO THE NASARUNI ACADEMY FOR MAASAI GIRLS. WE WERE INTRODUCED TO THE SCHOOL AND ITS LEADERSHIP BY ONE OF OUR STAFFERS, WHO IS ON THE BOARD OF NASARUNI. AFTER CLOSELY REVIEWING THE SCHOOL'S ACTIVITIES, FINANCIALS, ETC., WE SAW THAT IT'S AN EXCELLENT PROGRAM, AND EDUCATES MAASAI GIRLS WHO UNDER NORMAL CIRCUMSTANCES DON'T HAVE THE OPPORTUNITY FOR EDUCATION BEYOND PRIMARY SCHOOL.

MAASAI GIRLS ARE EXTREMELY MARGINALIZED IN THE MAASAI COMMUNITY, WHICH IS A VERY PATRIARCHAL CULTURE. GIRLS ARE CIRCUMCISED BETWEEN THE AGES OF 10 -12; THEY MARRY SOON AFTER, BUT CANNOT CHOOSE THEIR HUSBAND. THEY MIGHT ATTEND PRIMARY SCHOOL BUT ONLY 5% ARE ABLE TO CONTINUE THEIR

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SCHOOLING BEYOND THAT. NASARUNI WAS FOUNDED IN 2013 TO ADDRESS SOME OF THOSE AWFUL CONDITIONS. AND WE'RE HAPPY TO REPORT THAT POPULATION CONNECTION'S HELP HAS BEEN INVALUABLE TO THE SCHOOL.

ACCORDING TO THE SCHOOL'S 2023 REPORT, NASARUNI CURRENTLY HAS 200+ GIRLS IN GRADES PRE-K - 11TH GRADE, AND EMPLOY 14 "AMAZING, DEDICATED TEACHERS" AND STAFF MEMBERS. ALSO ACCORDING TO THE REPORT, "POPULATION CONNECTION [GRANTS] HAVE HELPED US OVER THE LAST FEW YEARS" TO EXPAND, AND START TO MEET "THE INCREASED NEED FOR HIGH SCHOOL AND COMPETENCY-BASED EDUCATION."

THE REPORT CONTINUES WITH "PC WAS A MAJOR CONTRIBUTOR IN HELPING THE SCHOOL EXPAND ITS PHYSICAL FOOTPRINT ALLOWING US TO PROVIDE STUDENTS WITH A WELL-ROUNDED EDUCATION." SEVERAL BUILDINGS ON THE NASARUNI CAMPUS OPENED IN THE LAST YEAR, "IN A FINISHED, UPDATED , AND/OR UPGRADED STATE. THOSE BUILDINGS "ARE ALREADY HOSTING STUDENTS, INCLUDING THE LIBRARY, AND THE SCIENCE LAB. THE STUDENTS LOVE HAVING ACCESS TO A SAFE AND CLEAN LIBRARY COMPLETE WITH ACCESS TO BOOKS, AND COMPUTERS TO PRACTICE THEIR SKILLS."

FURTHER, STUDENTS CAN PARTICIPATE IN "HANDS-ON EXPERIMENTS AND LESSONS IN THE SCIENCE LAB, WHERE THEY CAN LEARN ABOUT THE WORLD AROUND THEM." THE ADMINISTRATION BUILDING IS NOW AN ACCESSIBLE, "FULLY FUNCTIONING PRIMARY AND SECONDARY SCHOOL."

BESIDES HELPING TO BUILD UP THE INFRASTRUCTURE FOR THE FIRST TIME SINCE THE SCHOOL OPENED IN 2013, POPULATION CONNECTION'S GRANT ALLOWED NASARUNI TO ASSURE THAT TEACHERS WOULD BE PAID ON A REGULAR BASIS FOR

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THE FIRST TIME. THIS IS A CRUCIAL ITEM, GIVEN THAT MISSING A PAYCHECK CAN MAKE A HARSH ECONOMIC IMPACT ON A TEACHER.

AS REPORTED BY OUR CONTACT, MICHELLE CUDE, WHO IS HEAD OF NASARUNI'S US-BASED BOARD OF DIRECTORS (NASARUNI HAS TWO BOARDS OF DIRECTORS, WITH THE OTHER BOARD BASED IN AFRICA.) LAST YEAR SAW TERRIBLE DROUGHT CONDITIONS IN EAST AFRICA, INCREASING THE COST OF FOOD, AND STARVING FAMILIES, AND THEIR ANIMALS. WITH THE HELP OF DONATIONS INCLUDING OURS, NASARUNI FED HUNDREDS OF PEOPLE IN THE SURROUNDING COMMUNITIES NEAR NASARUNI. THEY DISTRIBUTED UNGA (FLOUR), RICE, TEA, AND COOKING OIL NEEDED TO SUSTAIN FAMILIES THROUGH THE WORST PARTS OF THE DISASTER.

AND FINALLY, POPULATION CONNECTION PUBLISHED A FEATURE ARTICLE IN ITS MAGAZINE ABOUT NASARUNI ACADEMY, CALLING ATTENTION TO THE SCHOOL. WE'RE HOPING THAT SOME OF OUR MEMBERS AND OTHER READERS FELT INSPIRED TO CONTRIBUTE TO NASARUNI THEMSELVES.

WOMEN FOR CONSERVATION (W4C): W4C IS A FAIRLY NEW (2 YEARS) NGO THAT WE HAVE GIVEN TWO (2) GENERAL SUPPORT GRANTS AS PART OF THE GLOBAL PARTNER PROGRAM (GPP). THE GROUP WAS STARTED BY A MOTHER/DAUGHTER TEAM; AMPARO, THE MOTHER, WHO PASSED AWAY, AT WHICH POINT HER DAUGHTER TOOK THE REINS OF THE ORGANIZATION.

HERE ARE THE TYPES OF ACHIEVEMENTS W4C HAD IN 2023, WITH SOME HELP FROM POPULATION CONNECTION:

W4C PROVIDED 354 WOMEN AND GIRLS WITH ACCESS TO FAMILY PLANNING RESOURCES IN 2023. THE VAST MAJORITY OF GIRLS AND WOMEN CHOOSE TO

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RECEIVE REVERSIBLE JADELLE HORMONE IMPLANTS IN THEIR ARMS, WHILE OTHERS
RECEIVE FAMILY PLANNING EDUCATION, CANCER SCREENINGS, OR TUBAL
LIGATIONS.

BY 2022, W4C WAS GETTING "REQUESTS FROM MEN WHO WANTED VASECTOMIES, IN
AN EFFORT TO LIFT THE BURDEN OF FAMILY PLANNING OFF OF WOMEN'S
SHOULDERS. A SUCCESS THAT WE ARE INCREDIBLY PROUD OF IS DESTIGMATIZING
FAMILY PLANNING, AS IN THE PAST FAMILY PLANNING WAS SOMETIMES SEEN AS A
TABOO TOPIC IN THE COMMUNITIES WHERE WE WORK.

THROUGH EDUCATION AND YEARS OF BUILDING TRUST IN THESE COMMUNITIES,
WOMEN AND GIRLS ARE NOW PROUD TO SHARE THEIR FAMILY PLANNING SUCCESS
STORIES AND PROMOTE THE IMPORTANCE OF REPRODUCTIVE HEALTHCARE AMONG
THEIR FAMILY AND FRIENDS. W4C'S GROWING POPULARITY HAS RESULTED IN LONG
FAMILY PLANNING WAITING LISTS IN THE COMMUNITIES WHERE WE WORK.

AND FINALLY, AS W4C NOTED, "OUR BIGGEST CHALLENGE IS ATTAINING THE
FUNDING TO MEET THE DEMAND, AS THERE IS A GROWING CONSCIOUSNESS OF THE
IMPORTANCE OF FAMILY PLANNING."

FORM 990, PART III, LINE 4D CONTINUATION:

POPULATION CONNECTION IS VERY HAPPY WITH ALL THE NGOS WE FUNDED FOR
2023. THEY'VE SUCCEEDED AGAINST THE ODDS AND A RANGE OF CHALLENGES TO
DO AMAZING THINGS. OUR GRANTS ARE MAINLY EXTENDED TO NGOS WHO HAVE
SMALL STAFFS, SMALL BUDGETS, AND FEW RESOURCES. NONETHELESS, WE BELIEVE
WE'VE CHOSEN SOME EXCELLENT, CREATIVE, PERSISTENT, AND RESOURCEFUL
NONPROFITS WORKING ON ISSUES THAT IMPACT POPULATION, LIKE THE
ENVIRONMENT, ACCESS TO WOMEN'S HEALTH CARE, AND ULTIMATELY WOMEN'S

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

THE FORM 990 WAS PREPARED BY THE OUTSIDE ACCOUNTANTS AND REVIEWED BY THE
PRESIDENT AND BOARD MEMBERS. A COPY OF THE FINAL 990 WAS GIVEN TO THE
ENTIRE BOARD PRIOR TO FILING WITH THE IRS.

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

POPULATION CONNECTION MONITORS AND ENFORCES COMPLIANCE OF A WRITTEN
CONFLICT OF INTEREST POLICY WITH ITS BOARD OF DIRECTORS AND STAFF MEMBERS.
DIRECTORS AND STAFF ARE REQUIRED TO PERIODICALLY DISCLOSE CONFLICTS, SHOULD
THEY ARISE.

IF A CONFLICT ARISES, IT IS BROUGHT IMMEDIATELY TO THE ATTENTION OF BOTH
THE CHAIR AND THE PRESIDENT. IF THE BOARD IS TO TAKE ACTION IN SUCH A
SITUATION, THE PERSON HAVING A CONFLICT DOES NOT PARTICIPATE IN THE FINAL
DELIBERATION OR DECISION REGARDING THE MATTER UNDER CONSIDERATION AND,
AFTER PROVIDING ALL RELEVANT INFORMATION REGARDING THE MATTER, RETIRES FROM
THE PROCEEDINGS AND ROOM IN WHICH THE BOARD IS MEETING AND DOES NOT
PARTICIPATE IN THE VOTE.

WHEN THERE IS DOUBT AS TO WHETHER A CONFLICT EXISTS, SUCH MATTER IS
RESOLVED BY THE BOARD IN AN OFFICIAL VOTE, EXCLUDING FROM THE VOTE THE
PERSON WHO MAY HAVE A CONFLICT. THE BOARD SEEKS SUCH OUTSIDE COUNSEL OR
LEGAL ADVICE AS IT DEEMS NECESSARY IN ORDER TO BETTER ENABLE IT TO MAKE A
DECISION.

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

COMPARABLE DATA WAS USED BY THE BOARD TO DETERMINE THE CEO'S SALARY.

SIMILAR ORGANIZATIONS WERE EXAMINED TO ASCERTAIN COMPARABLE LEVELS OF

COMPENSATION FOR OFFICERS AND KEY EMPLOYEES. THE EXECUTIVE COMMITTEE OF THE

BOARD DETERMINES THE CEO'S SALARY AND THEN IS PRESENTED TO THE WHOLE BOARD.

THE DECISION IS DOCUMENTED. THE LAST COMPENSATION REVIEW TOOK PLACE IN MAY

2024.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

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

WV,WI

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

THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY

AND FINANCIAL STATEMENTS AVAILABLE UPON REQUEST.

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships
Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.

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

OMB No. 1545-0047

2023

Open to Public Inspection

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
POPULATION CONNECTION ACTION FUND - 46-3083014, 2120 L STREET NW, #500, WASHINGTON, DC 20037	TO EDUCATE AND ADVOCATE PROGRESSIVE	DISTRICT OF COLUMBIA	501(C)(4)	N/A	POPULATION CONNECTION	X	
POPULATION CONNECTION ACTION FUND FUND PAC - 61-1739943, 2120 L STREET NW, #500, WASHINGTON, DC 20037	ORGANIZES SUPPORT FOR POLITICAL CANDIDATES	DISTRICT OF COLUMBIA	527	N/A	POPULATION CONNECTION ACTION FUND	X	

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

Schedule R (Form 990) 2023

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.**Note:** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

	Yes	No
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	1a X	
b Gift, grant, or capital contribution to related organization(s)	1b X	
c Gift, grant, or capital contribution from related organization(s)	1c	X
d Loans or loan guarantees to or for related organization(s)	1d X	
e Loans or loan guarantees by related organization(s)	1e	X
f Dividends from related organization(s)	1f	X
g Sale of assets to related organization(s)	1g	X
h Purchase of assets from related organization(s)	1h	X
i Exchange of assets with related organization(s)	1i	X
j Lease of facilities, equipment, or other assets to related organization(s)	1j	X
k Lease of facilities, equipment, or other assets from related organization(s)	1k	X
l Performance of services or membership or fundraising solicitations for related organization(s)	1l	X
m Performance of services or membership or fundraising solicitations by related organization(s)	1m	X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n X	
o Sharing of paid employees with related organization(s)	1o X	
p Reimbursement paid to related organization(s) for expenses	1p	X
q Reimbursement paid by related organization(s) for expenses	1q X	
r Other transfer of cash or property to related organization(s)	1r	X
s Other transfer of cash or property from related organization(s)	1s	X
2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.		

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) POPULATION CONNECTION ACTION FUND	A	3,338.	FMV
(2) POPULATION CONNECTION ACTION FUND	B	3,300,000.	FMV
(3) POPULATION CONNECTION ACTION FUND	D	353,352.	FMV
(4) POPULATION CONNECTION ACTION FUND	N	91,087.	FMV
(5) POPULATION CONNECTION ACTION FUND	O	609,251.	FMV
(6) POPULATION CONNECTION ACTION FUND	Q	1,000,000.	FMV

Provide additional information for responses to questions on Schedule R. See instructions.