#### EXTENDED TO NOVEMBER 17, 2025 Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) Do not enter social security numbers on this form as it may be made public.

OMB No. 1545-0047

Department of the Treasury

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

A For the 2024 calendar year, or tax year beginning and ending Check if applicable: C Name of organization D Employer identification number Address change AMERICAN PROMISE, INC. Name change 47-4608840 Initial return Room/suite Number and street (or P.O. box if mail is not delivered to street address) E Telephone number Final return/ termin-ated (978) 254-6275 33 BRADFORD STREET 7,318,464. City or town, state or province, country, and ZIP or foreign postal code G Gross receipts \$ Amended return CONCORD, MA 01742 H(a) Is this a group return Applica-tion pending F Name and address of principal officer: JEFF CLEMENTS for subordinates? ..... Yes X No SAME AS C ABOVE H(b) Are all subordinates included? Yes Tax-exempt status:  $\bigcirc$  501(c)(3)  $\boxed{\mathbf{X}}$  501(c) ( (insert no.) 4947(a)(1) or If "No," attach a list. See instructions WWW.AMERICANPROMISE.NET H(c) Group exemption number Association Other L Year of formation: 2015 M State of legal domicile: MA K Form of organization: X Corporation Trust Part I Summary Briefly describe the organization's mission or most significant activities: TO EMPOWER, INSPIRE AND ORGANIZE **Activities & Governance** AMERICANS TO WIN THE 28TH AMENDMENT TO THE CONSTITUTION. 2 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) Number of independent voting members of the governing body (Part VI, line 1b) 4 48 Total number of individuals employed in calendar year 2024 (Part V, line 2a) 5 Total number of volunteers (estimate if necessary) 6 7 a Total unrelated business revenue from Part VIII, column (C), line 12 **b** Net unrelated business taxable income from Form 990-T, Part I, line 11 7h **Prior Year Current Year** 4,103,193. 3,338,106. Contributions and grants (Part VIII, line 1h) 8 0. Program service revenue (Part VIII, line 2g) 24.667. 88,590. Investment income (Part VIII, column (A), lines 3, 4, and 7d) 10 277. 4,226. Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 11 4,128,137. 3,430,922. Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 12 Grants and similar amounts paid (Part IX, column (A), lines 1-3) 0. 0. 14 Benefits paid to or for members (Part IX, column (A), line 4) 709,895. 1,309,097. Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 25,000. 16a Professional fundraising fees (Part IX, column (A), line 11e) **b** Total fundraising expenses (Part IX, column (D), line 25) 864,881. 1,854,002. 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 1,599,776. 3,163,099. 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 2,528,361. 267,823. Revenue less expenses. Subtract line 18 from line 12 **Beginning of Current Year End of Year** 5 3,497,514. 3,796,755. Total assets (Part X, line 16) 132,812. 164,230. 21 Total liabilities (Part X, line 26) 三年 364,702. 3,632,525 22 Net assets or fund balances. Subtract line 21 from line 20 ...... 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. Signature of officer Date Sign JEFF CLEMENTS, CHIEF EXECUTIVE OFFICER Here Type or print name and title Date PTIN Preparer's signature Preparer's name SANDRA M. BROWN, CPA 10/07/25 self-employed P01614103 SANDRA M. BROWN, CPA Paid SMITH, SULLIVAN & BROWN, P.C. Firm's EIN 43-1985162 Preparer Firm's name Firm's address 80 FLANDERS ROAD, SUITE 302 Use Only Phone no. 508-871-7178 WESTBOROUGH, MA 01581 X Yes May the IRS discuss this return with the preparer shown above? See instructions

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

(Expenses \$ including grants of \$

e Total program service expenses 2,093,110.

) (Revenue \$

# Form 990 (2024) AMERICAN PROMISE, INC. Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
	If "Yes," complete Schedule A	1_		X
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
	public office? If "Yes," complete Schedule C, Part I	3		<u> </u>
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
	during the tax year? If "Yes," complete Schedule C, Part II	4		
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? If "Yes," complete Schedule C, Part III	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to			l
	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			l
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete			
	Schedule D, Part III	8		X
9	Did the organization report an amount in Part X, line 21, for 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?			,,
	If "Yes," complete Schedule D, Part IV	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			,,
	or in quasi-endowments? If "Yes," complete Schedule D, Part V	10		X
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X,			
	as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			,,
	Part VI	11a		X
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total			37
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
С	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total	l		7.7
_	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		X
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in	١	v	
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d	Х	77
e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		X
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses		v	
40-	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	Х	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete		Х	
	Schedule D, Parts XI and XII	12a	Λ	
D	Was the organization included in consolidated, independent audited financial statements for the tax year?	401		₩
10	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional  Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	12b		X
13		13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?  Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,	14a		<del>  ^</del>
b	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			
	or more? If "Yes," complete Schedule F, Parts I and IV	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any	<del>  110</del>		† <del></del>
	foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		x
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to	<u> </u>		† <u></u>
	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		x
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,	<b>.</b> _		
	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions	17	х	
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			
	1c and 8a? If "Yes," complete Schedule G, Part II	18		x
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"			<u> </u>
	complete Schedule G, Part III	19		x
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		Х
	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
	domestic government on Part IX, column (A), line 1? If "Yes." complete Schedule I, Parts I and II	21		x
_		_		_

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Pai	rt 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? If "Yes," complete Schedule I, Parts I and III			X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's cu	rrent		
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			
	Schedule J	23_	Х	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as	<b>I</b>		
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			3,7
	Schedule K. If "No," go to line 25a			X
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?			-
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defea			
	any tax-exempt bonds?	24c		
	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	05-		x
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I			_^
D	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, a			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," comple	0.51		x
26	Schedule L, Part I  Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current	<u>25b</u>		
26	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</i> "Yes," <i>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 employ			
21	creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% co	·		
	entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Pa	<b>I</b>		X
28	Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part I'			
	instructions for applicable filing thresholds, conditions, and exceptions):	ν,		
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If</i>			
_	"Yes," complete Schedule L, Part IV	28a		X
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV			Х
	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If			
_	"Yes," complete Schedule L, Part IV	28c		x
29	Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M		Х	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M			x
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I			Х
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If</i> "Yes," <i>complete</i>			
	Schedule N, Part II	32		Х
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		Х
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, an			
	Part V, line 1	34	Х	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?			X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entering the state of the state o	tity		
	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization	nization?		
	If "Yes," complete Schedule R, Part V, line 2	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?			
D-	Note: All Form 990 filers are required to complete Schedule O rt V Statements Regarding Other IRS Filings and Tax Compliance	38	X	
Pai				
	Check if Schedule O contains a response or note to any line in this Part V			Ш
		F 2	Yes	No
_	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	53		
b		0		
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gamir	19		

(gambling) winnings to prize winners? Form **990** (2024) 432004 12-10-24

Form 990 (2024)

AMERICAN PROMISE, INC.

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

2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return  b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?  2b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O  4 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)?  5 If "Yes," enter the name of the foreign country  5 See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).  5 Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?  5 Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  5 Did the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that time end tax deductibles as charistable contributions?  5 If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible contributions under section 170(c).  a Did the organization receive a payment in excess of \$75 made party as a contribution and partly for goods and services provided to the payor?  7 Dreganizations that may receive deductible contributions under section 170(c).  a Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  7 Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  7 Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  7 Did the organization receive any funds, directly or indi	x	X X X
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?  3a Did the organization have unrelated business gross income of \$1,000 or more during the year?  3a Did the organization have unrelated business gross income of \$1,000 or more during the year?  3a Did the organization have unrelated business gross income of \$1,000 or more during the year?  3a Did the organization aperty of the year? If "No" to line 3b, provide an explanation on Schedule O  3b 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 If "Yes," enter the name of the foreign country (such as a bank account, securities account, or other financial accounts (FBAR).  5b If "Yes," enter the name of the foreign country  5ce instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).  5b Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?  5c Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  5c Did any taxable party notify the organization file Form 8886:17  5c Did be organization that were not tax deductible as charitable contributions?  5c Did the organization that were not tax deductible as charitable contributions?  6c Did the organization receive apayment in excess of \$76 made party as a contribution and party for goods and services provided to the payor?  7c Dranizations that may receive deductible contributions under section 170(c).  a Did the organization receive apayment in excess of \$76 made party as a contribution and party for goods and services provided to the file form 8282?  7c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?  7c Did the organization sell	x	X
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?  b if "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O  a 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 accountly?  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 b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  5b if "Yes," did 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?  5c c d observe organization and party to a prohibited tax shelter transaction?  5c d of "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  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 If "Yes," indicate the number of Forms 8282 filed during the year  7 Did the organization notify the donor of the value of the goods or services provided?  7 Did the organization notify the donor of the value of the goods or services provided?  7 Did the organization notify the donor of the value of the goods or services provided?  7 Did the organization notify the donor of the value of the goods or services provided?  7 Did the organization notify the donor of the value of the goods or services provided?  7 Did the organization notify the donor of the value of the goods or servic	x	X X 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 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 accounts (FBAR).  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 D Id any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  5b If "Yes" to line 5a or 5b, did the organization file Form 8886-T?  6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?  6b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  7 Organizations that may receive deductible contributions under section 170(c).  a D id the organization notify the donor of the value of the goods or services provided?  7 If If "Yes," idid the organization notify the donor of the value of the goods or services provided?  7 If If "Yes," indicate the number of Forms 8282 filed during the year  9 Did the organization received a contribution of qualified intellectual property, did the organization file a Form 1098-C?  8 Sponsoring organization received a contribution of qualified intellectual property, did the organization file a Form 1098-C?  8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization make any taxable distributions under section 4966?  9 Did the sponsoring organization make a distribution to a donor, donor advised fund maintained by the		X X X
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 accounts?  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 Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  5b If "Yes" to line 5a or 5b, did the organization file Form 8886-T7  6c 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?  6d If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  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?  b If "Yes," did the organization notify the donor of the value of the goods or services provided?  7 Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?  d If "Yes," indicate the number of Forms 8282 filed during the year  7 Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?  7 Te provide the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?  h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?  7 The Sponsoring organization make any taxable distributions under section 4966?		XXX
financial account in a foreign country (such as a bank account, securities account, or other financial account)?  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?  5b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  5c Des 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 If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  6b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  6c Did the 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 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?  7b If "Yes," did the organization notify the donor of the value of the goods or services provided?  7c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?  7c If "Yes," indicate the number of Forms 8282 filed during the year  9 Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  7e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  7r If If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?  8 Sponsoring organizati		XXX
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?  5b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  5b Did any taxable party notify the organization file Form 8886-T?  5c 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 If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  7 Organizations that may receive deductible contributions under section 170(c).  8 If "Yes," did the organization notify the donor of the value of the goods or services provided?  9 If "Yes," indicate the number of Forms 8282 filed during the year  10 Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?  10 Did the organization receive a payment in excess of \$75 made partly as a contribution an a personal benefit contract?  7 To Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  7 To Did the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?  17 If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?  8 Sponsoring organizations maintaining donor advised funds.  10 Did the sponsoring organization make any taxable distributions under section 4966?  10 Section 501(c)(7) organizations. Enter:  10 Initiation fees and capital contributions included on Part VIII, line 12  11 Section 501(c)(12) organizations. Enter:  12 Gross receipts, included		XXX
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amounts due or received from them.)		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year		
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?	$\rightarrow$	_
Note: See the instructions for additional information the organization must report on Schedule O.		
<b>b</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		
c Enter the amount of reserves on hand		
14a Did the organization receive any payments for indoor tanning services during the tax year?	$\dashv$	<u> </u>
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	-+	
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or		v
excess parachute payment(s) during the year?  If "Yea" are the instructions and file Form 4700. Schoolule N.		X
If "Yes," see the instructions and file Form 4720, Schedule N.  16 Is the experiencian an educational institution subject to the section 4069 expire toy on not investment income?		X
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income?  If "Voe " complete Form 4720, Schoolule O		-77
If "Yes," complete Form 4720, Schedule O.  17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities		
that would result in the imposition of an excise tax under section 4951, 4952 or 4953?		
If "Yes," complete Form 6069.		

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

	Check if Schedule O contains a response or note to any line in this Part VI			X
Sec	tion A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year 1a 7			
	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.			
b	Enter the number of voting members included on line 1a, above, who are independent			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other			
	officer, director, trustee, or key employee?	2		х
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?	3		х
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		Х
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		Х
6	Did the organization have members or stockholders?	6		Х
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or			
	more members of the governing body?	7a		х
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or			
	persons other than the governing body?	7b		х
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
а	The governing body?	8a	Х	
b	Each committee with authority to act on behalf of the governing body?	8b	Х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the			
	organization's mailing address? If "Yes." provide the names and addresses on Schedule O	9		Х
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)			
			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		Х
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,			
	and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filling the form?	11a	Х	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Х	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe			
	on Schedule O how this was done	12c	X	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	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?			
а	The organization's CEO, Executive Director, or top management official	15a	X	
b	Other officers or key employees of the organization	15b	Х	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a			
	taxable entity during the year?	16a		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?	16b		
Sec	tion C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed MA, AL, AR, CA, FL, GA, HI, IL, KS	, KY	, MD	MN
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)	availa	ole
	for public inspection. Indicate how you made these available. Check all that apply.			
	Own website X Another's website X Upon request Other (explain on Schedule O)			
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and	d finan	cial	
	statements available to the public during the tax year.			
20	State the name, address, and telephone number of the person who possesses the organization's books and records			
	JEFF CLEMENTS - (978) 254-6275			
	33 BRADFORD STREET, CONCORD, MA 01742			

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

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

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

   List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation.
- Enter -0- in columns (D), (E), and (F) if no compensation was paid.
  - List all of the organization's current key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See the instructions for the order in which to list the persons above.

(A)	(B)	(C)					(D)	(E)	(F)	
Name and title	Average	(do		Pos	itior	<b>1</b> than e	000	Reportable	Reportable	Estimated
	hours per	box	, unle	ss pe	rson i	is both or/trus	n an	compensation	compensation	amount of
	week		Cer ar	la a a	lirecic	)r/trus	iee)	from	from related	other
	(list any hours for	Individual trustee or director						the organization	organizations (W-2/1099-MISC/	compensation from the
	related	eord	tee			sated		(W-2/1099-MISC/	1099-NEC)	organization
	organizations	ruste	Institutional trustee		yee	mpen		1099-NEC)	1099-1120)	and related
	below	dualt	ution	<u></u>	Key employee	st co	er .			organizations
	line)	Indivi	Instit	Officer	Key e	Highest compensated employee	Form			· ·
(1) ANASTASIA KHOO	13.20									
PRESIDENT	26.80			Х				68,196.	138,460.	10,940.
(2) ELIZABETH HARVEY	13.20									
CHIEF DEVELOPMENT OFFICER	26.80				Х			62,477.	126,848.	180.
(3) BRIAN BOYLE	13.20									
CHIEF PROGRAM OFFICER	26.80			Х				52,298.	106,180.	18,664.
(4) RANDI FEINBERG	13.20									
CHIEF OPERATING OFFICER	26.80			Х				52,836.	107,274.	13,228.
(5) JAMES EDWARD DORNAN	13.20									
DIRECTOR OF CONGRESSIONAL AFFAIRS	26.80					X		49,208.	99,906.	6,138.
(6) KAITLIN LACASSE	13.20									
DEPUTY DIRECTOR, PROGRAMS & CAMPAIGN	26.80			Х				48,778.	99,033.	621.
(7) SUSAN GENE ASH	13.20									
HR TALENT DIRECTOR	26.80					X		36,810.	74,734.	13,212.
(8) TRAVIS M HARRIS	13.20									
IS DIRECTOR	26.80					X		36,651.	74,413.	6,684.
(9) JASON VINCENT ARREDONDO	13.20									
DIRECTOR OF STATE CAMPAIGNS	26.80					X		33,678.	68,378.	6,133.
(10) JOHN WASS	1.00									
BOARD CHAIR & TREASURER	1.00	Х		Х				0.	0.	0.
(11) JEFF CLEMENTS	8.00									
CEO AND BOARD MEMBER	32.00	Х		Х				0.	0.	0.
(12) ALEXANDER RENARD	1.00									
BOARD MEMBER		Х						0.	0.	0.
(13) CHRISTIAN NOLEN	1.00									
BOARD MEMBER		Х						0.	0.	0.
(14) JIM RUBENS	1.00									
BOARD MEMBER		Х						0.	0.	0.
(15) LEILA BLODGETT	1.00									
BOARD MEMBER	1.00	Х						0.	0.	0.
(16) DEBRA WINGER	1.00									
BOARD MEMBER	1.00	Х						0.	0.	0.

432007 12-10-24 Form **990** (2024)

	990 (2024) <b>AMERICAN</b>									47-40	<u> 808</u>	840	Pa	age 8	
Par	Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continue														
	(A) Name and title	Average hours per week	box	not c , unle:	Pos heck ss pe	itior more rson i	than of the state	n an	( <b>D</b> )  Reportable  compensation  from	(E) Reportable compensatio from related	n	an	(F) stimate nount other		
		(list any hours for related organizations below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC/ 1099-NEC)	organization (W-2/1099-MIS 1099-NEC)	SC/	fr org and	pensa om the anizat d relate anization	e ion ed	
	Subtotal								440,932.	895,22		7.	5,8	00.	
	Total from continuation sheets to Part VII Total (add lines 1b and 1c)								440,932.	895,22	0. ,226. 75,80				
2	Total number of individuals (including but not compensation from the organization									•			, -	0	
3	Did the organization list any <b>former</b> officer,	•		•	•	•		_		•			Yes	No	
4	line 1a? If "Yes," complete Schedule J for su For any individual listed on line 1a, is the su and related organizations greater than \$150	m of reportabl	е со	mpe	ensa	tion	and	oth	ner compensation from t	he organization		4	х	X	
5	Did any person listed on line 1a receive or a rendered to the organization? If "Yes," com	ccrue comper	nsati	on fr	rom	any	unre	elate	ed organization or individ	dual for services		5		Х	
Sec 1	tion B. Independent Contractors  Complete this table for your five highest column.	mpensated inc	lepe	ndei	nt co	ontra	acto	rs th	hat received more than \$	3100,000 of comp	oensa	tion fro	om		
	the organization. Report compensation for t  (A)  Name and business			ndir ONE		ith c	or wi	thin	the organization's tax y  (B)  Description of s		(C) Compensation				
					_				·						
2	Total number of independent contractors (in \$100,000 of compensation from the organize	•	ot lin	nited	d to		se lis	ted	above) who received mo	ore than					
	The organization from the organization	-44011					-					Form	990 (	2024)	

			Check if Schedule O	conta	ains a re	esponse (	or note to any line	e in this Part VIII			
			Official if Correcting Co.	701110	21110 4 10	соронос		(A)	(B)	(C)	(D)
								Total revenue	Related or exempt	Unrelated	Revenue excluded
									function revenue	business revenue	from tax under sections 512 - 514
S S	1	_	Federated campaigns			1a					
Contributions, Gifts, Grants and Other Similar Amounts	•		Membership dues		·····	1b					
چ <u>ق</u>			Fundraising events			1c					
fts,						1d					
ig ig			Government grants (contr			1e					
Sin			All other contributions, gifts,								
je je		•	similar amounts not included	-	-	1f	3,338,106.				
흥판		g	Noncash contributions included in			1g \$	2,847,994.				
Ö		•	Total. Add lines 1a-1f	illies i	a-11	igηΨ		3,338,106.			
<u> </u>		<u>''</u>	Total: Add lines fa 11				Business Code	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			
	2	а									
Ş	_	b									
Ser		c	-								
E S		d	-								
gra Re		e									
Program Service Revenue			All other program service	rever	nue						
	3		Investment income (include								
	_		·	-				78,027.			78,027.
	4		Income from investment of					,			,
	5		Royalties		-	-					
	_					Real	(ii) Personal				
	6	а	Gross rents	6a	, ·		. ,				
	Ŭ		Less: rental expenses	6b							
			Rental income or (loss)	6c							
			Net rental income or (loss)		l						
	7		Gross amount from sales of		(i) Se	curities	(ii) Other				
	•	_	assets other than inventory	7a		98,105.					
		h	Less: cost or other basis			,					
<u>o</u>		~		7b	3 . 88	87,542.					
enc		c	Gain or (loss)	7c		10,563.					
Şe.			Net gain or (loss)	$\overline{}$	•			10,563.			10,563.
her Revenue	8		Gross income from fundraising								,
Ğ.	-		including \$	5	01110 (110						
			contributions reported on	line ·							
			Part IV, line 18		-						
		b									
		С	Net income or (loss) from	fundı	raising	events					
	9		Gross income from gamin		-						
			Part IV, line 19								
		b	Less: direct expenses								
			Net income or (loss) from								
	10	а	Gross sales of inventory, I	ess r	eturns						
			and allowances			10a					
		b	Less: cost of goods sold								
		С	Net income or (loss) from	sales	of inve	entory					
<u>"</u>					-		Business Code				
Miscellaneous Revenue	11	а	MERCHANDISE SALES				900099	4,226.	4,226.		
ane		b									
eve		С									
Aisc B		d	All other revenue								
_			Total. Add lines 11a-11d					4,226.			
	12		Total revenue See instruction	ne				3 430 922.	4 226.	0.	88 590.

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 respons			(C)	
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	<b>(B)</b> Program service expenses	(C) Management and general expenses	<b>(D)</b> Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2	Grants and other assistance to domestic individuals. See Part IV, line 22				
3	Grants and other assistance to foreign				
3	organizations, foreign governments, and foreign				
	individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors,				
J	trustees, and key employees	311,597.	150,507.	93,762.	67,328
6	Compensation not included above to disqualified	322,3371	230,3071	3377321	0,,020
Ü	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	859,930.	424,732.	313,538.	121,660
8	Pension plan accruals and contributions (include	,	,,,,,,,	,	
•	section 401(k) and 403(b) employer contributions)	2,211.	1,226.	667.	318
9	Other employee benefits	2,211. 47,138.	28,207.	10,097.	8,834
10	Payroll taxes	88,221.	45,246.	23,248.	19,727
11	Fees for services (nonemployees):	,	,	- , -	- <b>,</b>
a					
b	Legal	1,708.		1,708.	
c		48,017.		48,017.	
d		605,810.	605,810.	•	
e		,	ĺ		
f	Investment management fees				
g					
Ū	column (A), amount, list line 11g expenses on Sch 0.)	179,480.	58,550.	63,399.	57,531
12	Advertising and promotion	545,443.	512,551.	15,275.	17,617
13	Office expenses	27,588.	15,369.	1,356.	10,863
14	Information technology	90,241.	23,020.	54,159.	13,062
15	Royalties			-	-
16	Occupancy	17,520.	10,141.	4,727.	2,652
17	Travel	63,463.	37,190.	4,867.	21,406
18	Payments of travel or entertainment expenses			-	-
	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	222,346.	169,212.		53,134
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization				
23	Insurance	5,312.		5,312.	
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 0.)	10 016	10 504	0.051	1.4
	STAFF DEVELOPMENT	19,016.	10,704.	8,271.	41
b		15,058.	645.	3,418.	10,995
c d	MISCELLANEOUS EXPENSE	13,000.		13,000.	
	All other expenses				
25	Total functional expenses. Add lines 1 through 24e	3,163,099.	2,093,110.	664,821.	405,168
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 if following SOP 98-2 (ASC 958-720)				

Form 990 (2024)
Part X Balance Sheet

Par	t X	Balance Sheet				
		Check if Schedule O contains a response or note to any	line in this Part X			
				<b>(A)</b> Beginning of year		<b>(B)</b> End of year
	1	Cash - non-interest-bearing		509,451.	1	483,262.
	2	Savings and temporary cash investments		1,229,020.	2	1,996,874.
	3	Pledges and grants receivable, net		1,318,404.	3	371,898.
	4	Accounts receivable, net			4	
	5	Loans and other receivables from any current or former of				
		trustee, key employee, creator or founder, substantial co	ntributor, or 35%			
		controlled entity or family member of any of these person	าร		5	
	6	Loans and other receivables from other disqualified pers				
		under section 4958(f)(1)), and persons described in secti	on 4958(c)(3)(B)		6	
Ŋ	7	Notes and loans receivable, net			7	
Assets	8	Inventories for sale or use			8	
As	9	Prepaid expenses and deferred charges		15,333.	9	3,013.
	10a	Land, buildings, and equipment: cost or other				
		basis. Complete Part VI of Schedule D 10a				
	b	Less: accumulated depreciation 10b			10c	
	11	Investments - publicly traded securities		11		
	12	Investments - other securities. See Part IV, line 11		12		
	13	Investments - program-related. See Part IV, line 11		13		
	14	Intangible assets		14		
	15	Other assets. See Part IV, line 11		425,306.	15	941,708.
	16	Total assets. Add lines 1 through 15 (must equal line 33		3,497,514.	16	3,796,755.
	17	Accounts payable and accrued expenses		132,812.	17	164,230.
	18	Grants payable			18	
	19	Deferred revenue		19		
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV o			21	
υ	22	Loans and other payables to any current or former office	r, director,			
Liabilities		trustee, key employee, creator or founder, substantial co	ntributor, or 35%			
abi		controlled entity or family member of any of these person	ns		22	
- i	23	Secured mortgages and notes payable to unrelated third	parties		23	
	24	Unsecured notes and loans payable to unrelated third pa	arties		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			25	
	26			132,812.	26	164,230.
		Organizations that follow FASB ASC 958, check here	X			
Ses		and complete lines 27, 28, 32, and 33.				
an	27	Net assets without donor restrictions		2,003,222.	27	3,260,628.
Ba	28	Net assets with donor restrictions		1,361,480.	28	371,897.
미		Organizations that do not follow FASB ASC 958, chec	k here			
Ę		and complete lines 29 through 33.				
S S	29	Capital stock or trust principal, or current funds			29	
set	30	Paid-in or capital surplus, or land, building, or equipment	i i		30	
Net Assets or Fund Balances	31	Retained earnings, endowment, accumulated income, or			31	
<u>e</u>	32	Total net assets or fund balances		3,364,702.	32	3,632,525.
	33	Total liabilities and net assets/fund balances		3,497,514.	33	3,796,755.

Pa	rt XI Reconciliation of Net Assets								
	Check if Schedule O contains a response or note to any line in this Part XI		<u></u>						
1	Total revenue (must equal Part VIII, column (A), line 12)		5	3,43	0.9	22.			
2	Total expenses (must equal Part IX, column (A), line 25)	2		$\frac{3,15}{3,16}$					
3	Revenue less expenses. Subtract line 2 from line 1	3				23.			
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4		3,36					
5									
6	Donated services and use of facilities	6							
7	Investment expenses	7							
8		8							
9	Prior period adjustments  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,	<b>└</b>							
10	column (B))	10	7	3,63	2.5	25.			
Pa	rt XII Financial Statements and Reporting	101		,,,,	_ , -				
	Check if Schedule O contains a response or note to any line in this Part XII								
	check in controller a contrained a responder of thete to any line in this r are all				Yes	No			
1	Accounting method used to prepare the Form 990: Cash X Accrual Other								
	If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule	O.							
2a				2a		х			
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed								
	separate basis, consolidated basis, or both:								
	Separate basis Consolidated basis Both consolidated and separate basis								
b	Were the organization's financial statements audited by an independent accountant?			2b	Х				
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate								
	consolidated basis, or both:								
	X Separate basis Consolidated basis Both consolidated and separate basis								
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	audit,							
	review, or compilation of its financial statements and selection of an independent accountant?			2c	X				
	If the organization changed either its oversight process or selection process during the tax year, explain on Sch								
За	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?			За		Х			
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the requi	red aud	lit						
	ar qualita avalain valav an Cabadula O and describe any stone taken to undergo such qualita			26		I			

# SCHEDULE D (Form 990)

**Supplemental Financial Statements** 

(Rev. December 2024) Department of the Treasury Internal Revenue Service Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization

AMERICAN PROMISE, INC. **Employer identification number** 47-4608840

Pai	organizations Maintaining Donor Advised organization answered "Yes" on Form 990, Part IV, line		iiiiui i ullus (	Complete if the
		(a) Donor advised	d funds	(b) Funds and other accounts
1	Total number at end of year			
2	Aggregate value of contributions to (during year)			
3	Aggregate value of grants from (during year)			
4	Aggregate value at end of year			
5	Did the organization inform all donors and donor advisors in w	vriting that the assets hel	d in donor advise	d funds
	are the organization's property, subject to the organization's e	exclusive legal control?		Yes No
6	Did the organization inform all grantees, donors, and donor ac	dvisors in writing that gra	nt funds can be u	sed only
	for charitable purposes and not for the benefit of the donor or	r donor advisor, or for any	other purpose co	onferring
_	impermissible private benefit?			
Pai	t II Conservation Easements. Complete if the org	ganization answered "Yes	" on Form 990, P	art IV, line 7.
1	Purpose(s) of conservation easements held by the organization	on (check all that apply).		
	Preservation of land for public use (for example, recreat	tion or education)		a historically important land area
	Protection of natural habitat		Preservation of a	a certified historic structure
	Preservation of open space			
2	Complete lines 2a through 2d if the organization held a qualifi	ied conservation contribu	tion in the form o	
	day of the tax year.			Held at the End of the Tax Year
а	Total number of conservation easements			2a
b	Total acreage restricted by conservation easements			2b
С	Number of conservation easements on a certified historic stru	ucture included on line 2a		2c
d	Number of conservation easements included on line 2c acqui	red after July 25, 2006, a	nd not	
	on a historic structure listed in the National Register			2d
3	Number of conservation easements modified, transferred, rele	eased, extinguished, or te	erminated by the o	organization during the tax
	year			
4	Number of states where property subject to conservation eas	ement is located		
5	Does the organization have a written policy regarding the peri	iodic monitoring, inspecti	on, handling of	
	violations, and enforcement of the conservation easements it	holds?		Yes No
6	Staff and volunteer hours devoted to monitoring, inspecting, h	handling of violations, and	d enforcing conse	ervation easements during the year
_	<del></del>			
7	Amount of expenses incurred in monitoring, inspecting, handle	ling of violations, and enfo	orcing conservation	on easements during the year
_				0.60
8	Does each conservation easement reported on line 2d above	• •		
	and section 170(h)(4)(B)(ii)?			
9	In Part XIII, describe how the organization reports conservation			
	balance sheet, and include, if applicable, the text of the footne	ote to the organization's	financial statemer	nts that describes the
Pai	organization's accounting for conservation easements.  † III   Organizations Maintaining Collections of	Art Historical Trea	sures or Oth	or Similar Assets
ı aı	Complete if the organization answered "Yes" on Form		isures, or our	iei Oililiai Assets.
	If the organization elected, as permitted under FASB ASC 958		nue statement an	d halance sheet works
·u	of art, historical treasures, or other similar assets held for pub			
	service, provide in Part XIII the text of the footnote to its finan			•
h	If the organization elected, as permitted under FASB ASC 958			
J	art, historical treasures, or other similar assets held for public			
	provide the following amounts relating to these items.	oxinibition, education, of	1000arorr III lurtile	nance of public solvice,
	(i) Revenue included on Form 990, Part VIII, line 1			\$
2	If the organization received or held works of art, historical trea	asures or other similar as		
~	the following amounts required to be reported under FASB AS			gairi, provide
9				\$
	Revenue included on Form 990, Part VIII, line 1			\$

		) (Form 990) (Rev. 12-2024) <b>AMERIC</b>	AN PROMISE	, INC	С.			47-4	1608	8840	Page	2
Par	t III	Organizations Maintaining C	ollections of Art	t, Hist	orical Tre	easures, or	Other S	imilar Ass	ets (	continue	ed)	_
3	Usin	g the organization's acquisition, accessi	on, and other records	s, check	any of the	following that r	nake signi	ficant use of i	ts			
	colle	ction items (check all that apply).										
а		Public exhibition	d		Loan or exc	hange progran	n					
b		Scholarly research	е		Other							_
С		Preservation for future generations										
4	Provi	ide a description of the organization's co	ollections and explain	n how th	ey further th	ne organization	's exempt	purpose in Pa	art XIII			
5	Durin	ng the year, did the organization solicit o	r receive donations c	of art, his	storical trea	sures, or other	similar ass	sets				
		sold to raise funds rather than to be ma	aintained as part of th	ne orgar	nization's co	llection?				'es	No	o
Par	t IV	Escrow and Custodial Arrang	gements Complet	te if the	organizatio	n answered "Ye	es" on For	m 990, Part I\	/, line	9, or		
		reported an amount on Form 990, Par	rt X, line 21.									
1a	Is the	e organization an agent, trustee, custodi	an, or other intermed	diary for	contribution	ns or other asse	ets not inc	luded				
	on Fo	orm 990, Part X?							Y	es	O No	o
b		es," explain the arrangement in Part XIII										
									Aı	mount		
С	Begir	nning balance						1c				
d	Addit	tions during the year						1d				
		ibutions during the year						1e				
		ng balance						1f				
		he organization include an amount on Fo							Y	'es	N	_ ა
		es," explain the arrangement in Part XIII.					-			i		
Par		Endowment Funds Complete if										
			(a) Current year		rior year	(c) Two years		Three years ba	ck (e	e) Four ye	ars back	(
1a	Begir	nning of year balance										
	-	ributions										
		nvestment earnings, gains, and losses										
d		ts or scholarships										
е		r expenditures for facilities										_
		programs										
f	-	inistrative expenses										_
g		of year balance										_
2		ide the estimated percentage of the curr	rent vear end balance	e (line 1	ı. column (a	)) held as:						_
		d designated or quasi-endowment	•	%	,, o o . a (a.	,,,						
b		nanent endowment	%									
C	_		%									
•		percentages on lines 2a, 2b, and 2c sho	· ·									
За		here endowment funds not in the posse		tion tha	t are held a	nd administere	d for the					
		nization by:					u 101 u 10			Ye	es No	_ )
	•								Γ:	3a(i)		_
									т Г	3a(ii)		_
h		es" on line 3a(ii), are the related organiza								3b		_
4		ribe in Part XIII the intended uses of the							L	J.,		-
•	t VI	Land, Buildings, and Equipm		WITICITE	urius.							-
		Complete if the organization answere		). Part IV	/. line 11a. S	See Form 990	Part X. line	e 10.				
		Description of property	(a) Cost or of			t or other		ımulated	(4	) Book v	alue	-
		pescription or property	basis (investm			(other)	` '	ciation	ια	, DOOK V	aiue	
10	Lond				24013	()	aspit					-
	Land	linge										-

Schedule D (Form 990) (Rev. 12-2024)

e Other

c Leasehold improvements ..... d Equipment

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))

Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))
 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 ... X
 Schedule D (Form 990) (Rev. 12-2024)

(5) (6) (7) (8) (9)

	dule D (Form 990) (Rev. 12-2024) AMERICAN PROMISE, INC.			47-4	1608840	Page 4
Par	t XI Reconciliation of Revenue per Audited Financial Statemen	ts With	Revenue per Re	turn		
	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	3,459,	239.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:					
а	Net unrealized gains (losses) on investments	2a				
b	Donated services and use of facilities	2b	28,317.			
С	Recoveries of prior year grants	2c				
d	Other (Describe in Part XIII.)	2d				
е	Add lines 2a through 2d			2e	28, 3,430,	317.
3	Subtract line 2e from line 1			3	3,430,	922.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:					
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a				
b	Other (Describe in Part XIII.)	4b				
С	Add lines 4a and 4b			4c		0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)			5	3,430,	922.
Pai	t XII Reconciliation of Expenses per Audited Financial Statemen	nts Wit	h Expenses per F	Returr	1	
	Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.					
1	Total expenses and losses per audited financial statements			1	<u>3,191,</u>	<u>416.</u>
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:					
а	Donated services and use of facilities	2a	28,317.			
b	Prior year adjustments	2b				
С	Other losses	2c				
d	Other (Describe in Part XIII.)	2d				
е	Add lines 2a through 2d			2e	28,	317.
3	Subtract line 2e from line 1			3	3,163,	099.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:					
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a				
b	Other (Describe in Part XIII.)	4b				
С	Add lines 4a and 4b			4c		0.
5	THIC HOC OGGAT OF TOOC. TOTAL TO THE			5	3,163,	099.
	t XIII Supplemental Information					
	de the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV			; Part X	(, line 2; Part X	l,
	2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any addition	onal infor	mation.			
	T X, LINE 2:					
ľΑΣ	POSITION:					
	ORGANIZATION CURRENTLY EVALUATES ALL TAX I					
	ERMINATION REGARDING THE LIKELIHOOD OF THOS					
	DER REVIEW. THE PRIMARY TAX POSITION MADE I					,
	STENCE OF UNRELATED BUSINESS INCOME TAX AND					
	A TAX-EXEMPT ORGANIZATION UNDER IRC SECTION					i
	SENTED, THE ORGANIZATION HAS NOT RECOGNIZED					
COL	TINGENCIES FOR UNCERTAIN TAX POSITIONS BASE	TO ON	THIS EVALU	ATI	)N •	

Schedule D (Form 990) (Rev. 12-2024) AMERICAN PROMISE, INC.	47-4608840 Page 5
Schedule D (Form 990) (Rev. 12-2024) AMERICAN PROMISE, INC.  Part XIII   Supplemental Information (continued)	<u> </u>
, i (outlined)	

### SCHEDULE G (Form 990)

(Rev. December 2024)

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

Open to Public Inspection

AMERICA	N PROMISE, INC.				47-4608	840
	Complete if the organization answe	ered "Y	es" or	n Form 990, Part IV, I	ine 17. Form 990-EZ	filers are not
Indicate whether the organization rais	sed funds through any of the following with a Solicitar or oral agreement with any individual cart VII) or entity in connection with providuals or entities (fundraisers) pursu	tion of tion of fundra (incluc rofessi	nongo gover aising ding of onal fo	overnment grants nment grants events ificers, directors, trus undraising services?	Yes	
(i) Name and address of individual or entity (fundraiser)	(ii) Activity	fundr have c or con contrib	itrol of	(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
NEW KENSINGTON GROUP - 4 JOHN		Yes	No			
PIERSON LANE, NORTH READING,	DEVELOPMENT CONSULTING		х	0.	27,524.	0.
Total					27,524.	
List all states in which the organization or licensing.					· 	
MA, AL, AR, CA, FL, GA, HI, MO, AK, CO, CT, ME, ND, OH,		IJ, N	IY , N	IC,OR,PA,RI	,SC,TN,UT,	VA,WV,WI
	<del></del>					

Pa	rt I	Fundraising Events. Complete if the of fundraising event contributions and ground fundraising event contributions and ground fundraising event contributions.							
			(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))			
e			(event type)	(event type)	(total number)	(-"			
Revenue	1	Gross receipts							
	2	Less: Contributions							
	3	Gross income (line 1 minus line 2)							
	4	Cash prizes							
s	5	Noncash prizes							
Direct Expenses	6	Rent/facility costs							
irect E)	7	Food and beverages							
D	8	Entertainment							
	9	Other direct expenses							
	10	Direct expense summary. Add lines 4 through	9 in column (d)						
	11								
Pa	rt I		answered "Yes" on Form	990, Part IV, line 19, or	reported more than				
		\$15,000 on Form 990-EZ, line 6a.		(b) Pull tabs/instant		(d) Total gaming (add			
ine			(a) Bingo	bingo/progressive bingo	(c) Other gaming	col. (a) through col. (c))			
Revenue									
	1	Gross revenue							
ses	2	Cash prizes							
Direct Expenses	3	Noncash prizes							
Direct	4	Rent/facility costs							
	5	Other direct expenses							
	6	Volunteer labor	Yes % No	Yes % No	Yes %  No				
	7	Direct expense summary. Add lines 2 through	ı 5 in column (d)						
	8	Net gaming income summary. Subtract line 7	from line 1 column (d)						
		Not garning moonle summary. Gustraot into 1	nominio 1, dolami (a)			-I			
		ter the state(s) in which the organization condu	_						
		the organization licensed to conduct gaming ac				. L Yes No			
b	If "	No," explain:							
	Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year?  Description    Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year?  No								
		· · ·							

Sch	ledule G (Form 990) (Rev. 12-2024) AMERICAN PROMISE, INC. 47-4	<u> </u>	040	Pag	је <b>З</b>
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					
	a The organization's facility	13a			9
	o An outside facility	13b			9
	Enter the name and address of the person who prepares the organization's gaming/special events books and records:	100			
'-	Enter the marile and address of the person who prepares the organization's gaming/special events books and records.				
	Mana				
	Name				
	Address				
15a	a Does the organization have a contract with a third party from whom the organization receives gaming revenue?	Ш	Yes		No
b	o 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 the name and address of the third party:				
	• •				
	Name				
	Address				
	Address				
40	Our land and the state of the s				
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				
٠	retain the state gaming license?		Yes		No
<b>L</b>	Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the				
L					
Da	organization's own exempt activities during the tax year \$ Int IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part II.	4 III - P	0	01- 40	I.
ı a		τ III, IIn	ies 9,	96, 10	D,
~~	15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.				
SC	HEDULE G, PART I, LINE 2B, LIST OF TEN HIGHEST PAID FUNDRAISERS	<u>; :</u>			
<u>(I</u>					
<u>(I</u>	) ADDRESS OF FUNDRAISER: 4 JOHN PIERSON LANE, NORTH READING, MA	7 0	<u> 186</u>	4	

Schedule G	i (Form 990)	AMERICAN PROMISE,	INC.	47-4608840	Page 4
Part IV	Supplemental Info	AMERICAN PROMISE, ormation (continued)			

#### **SCHEDULE J** (Form 990)

(Rev. December 2024) Department of the Treasury Internal Revenue Service

Name of the organization

### **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.

OMB No. 1545-0047

**Open to Public** Inspection

AMERICAN PROMISE INC.

Part I Questions Regarding Compensation

Employer identification number 47-4608840

			Yes	No
<b>1</b> a	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.			
	First-class or charter travel  Housing allowance or residence for personal use			
	Travel for companions Payments for business use of personal residence			
	Tax indemnification and gross-up payments  Health or social club dues or initiation fees			
	Discretionary spending account  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.			
	Compensation committee Written employment contract			
	X Independent compensation consultant			
	X 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:			
а	Receive a severance payment or change-of-control payment?	4a		X
b	b Participate in or receive payment from a supplemental nonqualified retirement plan?			
С	Participate in or receive payment from an equity-based compensation arrangement?	4c		X
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation			
	contingent on the revenues of:			
а	The organization?	5a		<u>X</u>
b	Any related organization?	5b		X
	If "Yes" on line 5a or 5b, describe in Part III.			
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation			
	contingent on the net earnings of:			
	The organization?	6a		<u>X</u>
b	Any related organization?	6b		X
	If "Yes" on line 6a or 6b, describe in Part III.			
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments			Х
not described on lines 5 and 6? If "Yes," describe in Part III				
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the				
	initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	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) (Rev. 12-2024)

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 (D) Nontaxable benefits		(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B)
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	compensation			reported as deferred on prior Form 990
(1) ANASTASIA KHOO	(i)	51,696.	16,500.	0.	0.	3,610.		0.
PRESIDENT	(ii)	104,960.	33,500.	0.	0.	7,330.		0.
(2) ELIZABETH HARVEY	(i)	55,877.	6,600.	0.	0.	59.		0.
CHIEF DEVELOPMENT OFFICER	(ii)	113,448.	13,400.	0.	0.	121.	126,969.	0.
(3) BRIAN BOYLE	(i)	52,298.	0.	0.	0.	6,159.		0.
CHIEF PROGRAM OFFICER	(ii)	106,180.	0.	0.	0.	12,505.		0.
(4) RANDI FEINBERG	(i)	52,836.	0.	0.	0.	4,365.		0.
CHIEF OPERATING OFFICER	(ii)	107,274.	0.	0.	0.	8,863.		0.
(5) JAMES EDWARD DORNAN	(i)	49,208.	0.	0.	0.	2,026.		0.
DIRECTOR OF CONGRESSIONAL AFFAIRS	(ii)	99,906.	0.	0.	0.	4,112.	104,018.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(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.

## SCHEDULE M (Form 990)

### **Noncash Contributions**

OMB No. 1545-0047

2024

Open to Public Inspection

Department of the Treasury Internal Revenue Service Complete if the organizations answered "Yes" on Form 990, Part IV, line 29 or 30. Attach to Form 990.

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

Name of the organization **AMERICAN PROMISE, INC.**   $Employer\ identification\ number \\ 47-4608840$ 

Pai	t I Types of Property						
		(a)	(b)	(c)	(d)		
		Check if	Number of contributions or	Noncash contribution amounts reported on	Method of dete	•	ata.
		applicable		Form 990, Part VIII, line 1g	noncash contribution	n amour	its
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	Х	7	2,847,995.	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		,				
	for which the organization completed Form 828	3, Part V, D	onee Acknowledge	ement <b>29</b>		1	Т
						Yes	s No
30a	During the year, did the organization receive by						
	must hold for at least 3 years from the date of the		•	·			₩.
	exempt purposes for the entire holding period?					80a	<u> </u>
	If "Yes," describe the arrangement in Part II.	aliau that ::-	autros the reviews	of any panatandard agatult.	iono?	2	v
31	Does the organization have a gift acceptance po				ions?	31	<u> </u>
32a	Does the organization hire or use third parties o		-	· ·		200	x
L	contributions?					32a	$+^{\wedge}$
	If "Yes," describe in Part II.	dumn (a) f-:	o tuno of property	for which column (a) is also	lkod		
33	If the organization didn't report an amount in co	numn (c) för	a type of property	ior which column (a) is chec	keu,		
	describe in Part II.						

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

Schedule M (Form 990) 2024

Schedule M	1 (Form 990) 2024 AMERICAN PROMIS Supplemental Information. Provide the i	E, INC.	47-4608840 Page 2
Part II	<b>Supplemental Information.</b> Provide the is reporting in Part I, column (b), the number of cothis part for any additional information.	information required by Part I, lines 30b, 32b, and 33 ontributions, the number of items received, or a com	3, and whether the organization nbination of both. Also complete

#### SCHEDULE O (Form 990)

(Rev. December 2024)
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 instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization

AMERICAN PROMISE, INC.

Employer identification number 47-4608840

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

AMERICAN PROMISE AND OUR SUPPORTERS ADVANCE THIS NONPARTISAN
CONSTITUTIONAL AMENDMENT EFFORT BY SEEKING ENDORSEMENTS, LEGISLATIVE
RESOLUTIONS, STATE BALLOT INITIATIVES, GRASSROOTS AND DIRECT LOBBYING,
AND A ULTIMATELY A SUCCESSFUL VOTE BY CONGRESS AND STATE LEGISLATURES
TO PASS AND RATIFY THE AMENDMENT.

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

AMERICAN PROMISE, INC. FOCUSES ITS ADVOCACY AND ORGANIZING PROGRAMS IN THE FOLLOWING FOUR AREAS:

#### CITIZEN EMPOWERMENT:

AMERICAN PROMISE'S CITIZEN EMPOWERMENT PROGRAMMING FOCUSES ON BUILDING DISTRIBUTED NETWORKS OF GRASSROOTS ADVOCATES TO ADVANCE THE FOR OUR FREEDOM AMENDMENT IN STATE AND FEDERAL LEGISLATURES.

#### PLEDGE CAMPAIGN:

BY SECURING PLEDGES FROM CANDIDATES FOR PUBLIC OFFICE, AMERICAN PROMISE ABLE TO HOLD ELECTED REPRESENTATIVES TO THEIR WORD, ENSURING THAT THEY WILL REPRESENT THE WILL OF THE PEOPLE, RATHER THAN DOING THE BIDDING OF BIG DONORS AND SPECIAL INTERESTS. ACROSS THE COUNTRY MORE AND LOCAL LEVEL THAN 600 CANDIDATES AT THE NATIONAL, STATE, SIGNED COMMITTING TO USE THEIR OFFICE TO OUR CANDIDATE PLEDGE, ADVANCE THE FOR OUR FREEDOM AMENDMENT.

#### STATE INITIATIVES:

AMERICAN PROMISE PROVIDES LEGAL EXPERTISE, ORGANIZING STRATEGY AND EXECUTION, AND DIRECT LOBBYING SUPPORT FOR STATEWIDE BALLOT CAMPAIGNS AND LEGISLATIVE EFFORTS IN SUPPORT OF THE FOR OUR FREEDOM AMENDMENT. TO DATE, 23 STATES HAVE PASSED RESOLUTIONS IN SUPPORT OF SUCH AN AMENDMENT.

#### CONGRESSIONAL INITIATIVES:

AMERICAN PROMISE WORKS WITH DEMOCRATS, REPUBLICANS, AND INDEPENDENT MEMBERS OF CONGRESS TO EXPAND CROSS-PARTISAN SUPPORT FOR THE FOR OUR FREEDOM AMENDMENT.

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

THE BOARD WILL REVIEW THE DRAFT 990 PRIOR TO THE CEO SIGNING THE RETURN.

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

NEW EMPLOYEES OF AMERICAN PROMISE, INC. RECEIVE A COPY OF THE HANDBOOK WHICH INCLUDES THE CONFLICT OF INTEREST POLICY UPON HIRE. **AMERICAN** PROMISE, EMPLOYEES PROVIDE SOME SERVICES TO AMERICAN PROMISE EDUCATION INC. INC. AS PART OF A WRITTEN SHARED-COST AGREEMENT. THE CONFLICT INTEREST POLICY IS REVIEWED ANNUALLY WITH THE BOARD OF BOTH AMERICAN PROMISE, INC. AND AMERICAN PROMISE EDUCATION FUND, INC. AND WITH ALL EMPLOYEES AND IS READILY AVAILABLE IN THE ORGANIZATION OPERATIONS INTRANET AT ALL TIMES.

Schedule O (Form 990) 2024 Page **2** 

Name of the organization  AMERICAN PROMISE, INC.	Employer identification number 47-4608840						
FORM 990, PART VI, SECTION B, LINE 15:							
THE BOARD APPROVES THE ORGANIZATION'S BUDGET ON AN ANNUAL	BASIS, TYPICALLY						
IN DECEMBER FOR THE UPCOMING FISCAL YEAR. SALARY AND COMPENSATION							
INFORMATION IS INCLUDED IN THAT REVIEW PROCESS. FOR OFFICE							
SPECIFICALLY:							
THE CEO IS ALSO A BOARD MEMBER. HE PROVIDES HIS SERVICES F							
THE ORGANIZATION. THE AUDITED FINANCIAL STATEMENTS VALUED	HIS DONATED						
SERVICE FOR 2024 AT \$28,317.							
THE ORGANIZATION HIRED A PRESIDENT IN Q2 2024. SHE WAS HIR							
EXTERNAL EXECUTIVE SEARCH FIRM WHO PROVIDED GUIDANCE ON SA							
COMPENSATION. IN ADDITION, EXTERNAL BENCHMARKING OF COMPEN	SATION TO						
EXECUTIVES AT PEER ORGANIZATIONS WAS ALSO REFERENCED.							
	COMPENSATION						
THE BOARD WAS FULLY AWARE OF ALL OF THESE HIRES AND THEIR	COMPENSATION						
PACKAGES.							
FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY	OF FORM 000.						
MA, AL, AR, CA, FL, GA, HI, IL, KS, KY, MD, MN, MS, NJ, NY, NC, OR, PA, RI, S							
MO, AK, CO, CT, ME, ND, OH, OK, WA	C, IN, OI, VA, WV, WI						
MO, AR, CO, CI, ME, ND, OH, OK, WA							
FORM 990, PART VI, SECTION C, LINE 19:							
GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINAN	CTAL STATEMENTS						
ARE AVAILABLE TO THE PUBLIC UPON REQUEST.							

#### **SCHEDULE R** (Form 990)

(Rev. January 2025) Department of the Treasury Internal Revenue Service

Name of the organization

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

Open to Public Inspection

Employer identification number

47-4608840

(a)	(b)	(c)	(d)	(e	)	(f)		
Name, address, and EIN (if applicable) of disregarded entity	Primary activity	Legal domicile (state of foreign country)	or Total inco	ome End-of-yea	End-of-year assets		Direct controllin entity	
Part II Identification of Related Tax-Exempt Organizations during the tax year.	zations. Complete if the organization	answered "Yes" on Form 990	0, Part IV, line 34,	because it had one	e or more r	related tax-exe	mpt	
(a) Name, address, and EIN of related organization	<b>(b)</b> Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section	ection entity		(g) Section 512(b)( controlled entity?	
AMEDICAN PROVICE EDUCATION DINO TAG				501(c)(3))			Yes	No
AMERICAN PROMISE EDUCATION FUND, INC	$\dashv$							
· · · · · · · · · · · · · · · · · · ·	CITIZEN-LED CONSTITUTIONAL				L			
·	CITIZEN-LED CONSTITUTIONAL  AMENDMENT EDUCATION	MASSACHUSETTS	501(C)(3)	LINE 7	N/A			Х
·	<b>—</b>	MASSACHUSETTS	501(C)(3)	LINE 7	N/A			X
·	<b>—</b>	MASSACHUSETTS	501(C)(3)	LINE 7	N/A			X
47-4601462, 33 BRADFORD STREET, CONCORD, MA 01742	<b>—</b>	MASSACHUSETTS	501(C)(3)	LINE 7	N/A			X

AMERICAN PROMISE, INC.

Page 2

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

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(1	h)	(i)	(j)	(k)
Name, address, and EIN of related organization	Primary activity	Legal domicile (state or	Direct controlling entity	Predominant income (related, unrelated, excluded from tax under	Share of total income	Share of end-of-year assets	1	ortionate ations?	Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	Genera manag partne	Percentage ownership
		foreign country)		sections 512-514)		assets	Yes	No	K-1 (Form 1065)	Yes	lo
										$\sqcup$	
										$\sqcup$	
	_										

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

(a) Name, address, and EIN of related organization	<b>(b)</b> Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	<b>(f)</b> Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership		tion b)(13) rolled iity?
		country						Yes	No

Page 3

Yes No

1a

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

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

<b>b</b> Gift, grant, or capital contribution to related organization(s)				L	1b		X				
c Gift, grant, or capital contribution from related organization(s)											
d Loans or loan guarantees to or for related organization(s)					1d	Х					
e Loans or loan guarantees by related organization(s)					1e		<u>X</u>				
							X				
f Dividends from related organization(s)											
g Sale of assets to related organization(s)											
h Purchase of assets from related organization(s)											
i Exchange of assets with related organization(s)											
j Lease of facilities, equipment, or other assets to related organization(s)											
k Lease of facilities, equipment, or other assets from related organization(s)					1k		<u>X</u>				
I Performance of services or membership or fundraising solicitations for related organ					11		X				
m Performance of services or membership or fundraising solicitations by related organ	. ,				Im	х	X				
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)											
o Sharing of paid employees with related organization(s)											
							X				
p Reimbursement paid to related organization(s) for expenses											
q Reimbursement paid by related organization(s) for expenses											
					1r		<u>X</u>				
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 w	ho must complete th	nis line, including covered r	relationships and transaction thresholds.								
(a) Name of related organization	(b) Transaction type (a-s)	<b>(c)</b> Amount involved	(d) Method of determining amo	unt involv	ed						
(1) AMERICAN PROMISE EDUCATION FUND, INC.	0	2,656,142.	ACTUAL COSTS INCURREI	)							
(2) AMERICAN PROMISE EDUCATION FUND, INC.	Q	141,037.	ACTUAL COSTS INCURREI	)							
(3) AMERICAN PROMISE EDUCATION FUND, INC.	D	941,708.	ACTUAL COSTS INCURREI	)							
(4)											
(5)											
(6)											

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

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

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	Are all partners sec 501(c)(3) orgs.?		(g) Share of end-of-year assets	Dispretion allocat	opor- ate ions?		(j) Genera manag partn	(k) Percentage ownership
		country)	Sections 5 (2-5 (4)	Yes No	income	255615	Yes	No	(FORM 1065)	Yes	10
							$\Box$				
									h . l . l . D /F		

Schedule R	(Form 990) (Rev. 1-2025) AMERICAN PROMISE, INC.	4/-4608840	Page 5
Part VII	Supplemental Information		
	Provide additional information for responses to questions on Schedule R. See instructions.		

#### Form **8868**

(Rev. January 2025)

# Application for Extension of Time To File an Exempt Organization Return or Excise Taxes Related to Employee Benefit Plans

File a separate application for each return.

Go to www.irs.gov/Form8868 for the latest information.

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

Electronic filing (e-file). You can electronically file Form 8868 to request up to a 6-month extension of time to file any of the forms listed below except for Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts. An extension request for Form 8870 must be sent to the IRS in a paper format (see instructions). For more details on the electronic filing of Form 8868, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits. Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns. Part I - Identification Name of exempt organization, employer, or other filer, see instructions. Taxpayer identification number (TIN) Type or **Print** AMERICAN PROMISE, INC. 47-4608840 File by the Number, street, and room or suite no. If a P.O. box, see instructions. due date for filina vour 33 BRADFORD STREET return. See instructions. City, town or post office, state, and ZIP code. For a foreign address, see instructions. 01742 CONCORD, MA Enter the Return Code for the return that this application is for (file a separate application for each return) 01 Application Is For Return | Application Is For Return Code Code Form 990 or Form 990-EZ 01 Form 4720 (other than individual) 09 Form 4720 (individual) 03 Form 5227 10 Form 990-PF 04 Form 6069 11 Form 990-T (sec. 401(a) or 408(a) trust) 12 05 Form 8870 Form 990-T (trust other than above) 06 Form 5330 (individual) 13 07 Form 5330 (other than individual) 14 Form 990-T (corporation) Form 1041-A 80 Form 990-T (governmental entities) 15 After you enter your Return Code, complete either Part II or Part III. Part III, including signature, is applicable only for an extension of time to file Form 5330. • If this application is for an extension of time to file Form 5330, you must enter the following information. Plan Name Plan Number Plan Year Ending (MM/DD/YYYY) Part II - Automatic Extension of Time To File for Exempt Organizations (see instructions) The books are in the care of JEFF CLEMENTS 33 BRADFORD STREET - CONCORD, MA 01742 Telephone No. (978) 254-6275 Fax No. If the organization does not have an office or place of business in the United States, check this box If this is for a Group Return, enter the organization's four-digit Group Exemption Number (GEN)
 If this is for the whole group, check this lifit is for part of the group, check this box ... and attach a list with the names and TINs of all members the extension is for. I request an automatic 6-month extension of time until NOVEMBER 15, 20, 25, to file the exempt organization return for the organization named above. The extension is for the organization's return for: X calendar year 20 24 or tax year beginning \_\_\_\_\_\_, 20 \_\_\_\_\_, and ending \_\_\_ If the tax year entered in line 1 is for less than 12 months, check reason: Initial return Final return Change in accounting period 3a If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions. За If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit. Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.