

## PUBLIC DISCLOSURE COPY

Form **990****Return of Organization Exempt From Income Tax**

OMB No. 1545-0047

Department of the Treasury  
Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**2024****Open to Public Inspection**

<b>A</b> For the <b>2024</b> calendar year, or tax year beginning <b>07/01</b> , 20 <b>24</b> , and ending <b>06/30</b> , 20 <b>25</b>	
<b>B</b> Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<b>C</b> Name of organization <b>MERCY CORPS</b> Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite <b>45 SW ANKENY ST</b> City or town, state or province, country, and ZIP or foreign postal code <b>PORTLAND, OR 97204</b> <b>F</b> Name and address of principal officer: <b>CHAD SNELGAR</b> <b>SAME AS C ABOVE</b> <b>H(a)</b> Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <b>H(b)</b> Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions. <b>H(c)</b> Group exemption number
<b>I</b> Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) ( ) (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527	<b>D</b> Employer identification number <b>91-1148123</b> <b>E</b> Telephone number <b>(503) 896-5000</b> <b>G</b> Gross receipts \$ <b>379,349,253</b>
<b>J</b> Website: <b>WWW.MERCYCORPS.ORG</b>	
<b>K</b> Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other	<b>L</b> Year of formation: <b>1981</b> <b>M</b> State of legal domicile: <b>WA</b>

**Part I Summary**

<b>Activities &amp; Governance</b>	<b>1</b> Briefly describe the organization's mission or most significant activities: <b>THE MISSION OF MERCY CORPS IS TO ALLEVIATE SUFFERING, POVERTY, AND OPPRESSION BY HELPING PEOPLE BUILD SECURE, PRODUCTIVE, AND JUST COMMUNITIES.</b>
	<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.
	<b>3</b> Number of voting members of the governing body (Part VI, line 1a) . . . . . <b>3</b> <b>13</b>
	<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b) . . . . . <b>4</b> <b>12</b>
	<b>5</b> Total number of individuals employed in calendar year 2024 (Part V, line 2a) . . . . . <b>5</b> <b>568</b>
	<b>6</b> Total number of volunteers (estimate if necessary) . . . . . <b>6</b> <b>25</b>
	<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12 . . . . . <b>7a</b> <b>0</b>
<b>b</b> Net unrelated business taxable income from Form 990-T, Part I, line 11 . . . . . <b>7b</b> <b>0</b>	
<b>Revenue</b>	<b>8</b> Contributions and grants (Part VIII, line 1h) . . . . . <b>451,833,747</b> <b>374,420,664</b>
	<b>9</b> Program service revenue (Part VIII, line 2g) . . . . . <b>905,404</b> <b>1,761</b>
	<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d) . . . . . <b>12,596,181</b> <b>1,804,251</b>
	<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) . . . . . <b>200,110</b> <b>25,104</b>
	<b>12</b> Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) <b>465,535,442</b> <b>376,251,780</b>
<b>Expenses</b>	<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1–3) . . . . . <b>197,247,598</b> <b>152,785,099</b>
	<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4) . . . . .
	<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) <b>175,715,070</b> <b>159,293,014</b>
	<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e) . . . . . <b>1,815,825</b> <b>1,497,226</b>
	<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) <b>19,021,556</b>
	<b>17</b> Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e) . . . . . <b>100,308,273</b> <b>73,531,669</b>
	<b>18</b> Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25) <b>475,086,766</b> <b>387,107,008</b>
<b>19</b> Revenue less expenses. Subtract line 18 from line 12 <b>(9,551,324)</b> <b>(10,855,228)</b>	
<b>Net Assets or Fund Balances</b>	<b>20</b> Total assets (Part X, line 16) . . . . . <b>296,610,081</b> <b>383,273,167</b>
	<b>21</b> Total liabilities (Part X, line 26) . . . . . <b>187,647,108</b> <b>291,149,251</b>
	<b>22</b> Net assets or fund balances. Subtract line 21 from line 20 <b>108,962,973</b> <b>92,123,916</b>

**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.

<b>Sign Here</b>	Signature of officer <b>CHAD SNELGAR, CFAO</b> Type or print name and title	Date		
	Print/Type preparer's name <b>DIANE KIRMACI</b>	Preparer's signature <b>DIANE KIRMACI</b>	Date <b>01/28/2026</b>	Check <input type="checkbox"/> if self-employed
<b>Paid Preparer Use Only</b>	Firm's name <b>CROWE LLP</b>	Firm's EIN <b>35-0921680</b>		
	Firm's address <b>575 MARKET STREET, SUITE 3300, SAN FRANCISCO, CA 94105-5829</b>	Phone no. <b>(415) 576-1100</b>		

May the IRS discuss this return with the preparer shown above? See instructions ☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Cat. No. 11282Y

Form **990** (2024)

**Part III** Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☐ Yes ☒ No

- 1** Briefly describe the organization's mission:  
OUR MISSION IS TO ALLEVIATE SUFFERING, POVERTY AND OPPRESSION BY HELPING PEOPLE BUILD SECURE,  
PRODUCTIVE AND JUST COMMUNITIES.
- 
- 2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No  
 If "Yes," describe these new services on Schedule O.
- 3** Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No  
 If "Yes," describe these changes on Schedule O.
- 4** Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

**4a** (Code: ) (Expenses \$ 154,064,949 including grants of \$ 80,585,396 ) (Revenue \$ 148,288 )  
ECONOMIC OPPORTUNITIES: MERCY CORPS HELPS INCREASE ECONOMIC OPPORTUNITIES AND ENSURES PEOPLE CAN  
GROW AND SUSTAIN THEIR ASSETS AND INCOME, MAKING MARKETS MORE EFFICIENT, PROFITABLE AND  
ACCESSIBLE FOR SYSTEMICALLY MARGINALIZED GROUPS AND THOSE LIVING IN POVERTY. TO INCREASE  
ECONOMIC OPPORTUNITY, MERCY CORPS STRENGTHENS FINANCIAL ECOSYSTEMS, DEVELOPS TECH-ENABLED  
SOLUTIONS, FACILITATES THE CREATION OF AND ACCESS TO JOBS THAT ARE PROFITABLE, DIGNIFIED, AND  
SAFE, AND FOSTER OPPORTUNITIES FOR SUSTAINABLE AND PRODUCTIVE ECONOMIC GROWTH THAT MITIGATES THE  
IMPACT OF CLIMATE CHANGE. THIS YEAR, MERCY CORPS REACHED OVER 19 MILLION PEOPLE THROUGH OVER 130  
PROGRAMS ACROSS 38 COUNTRIES WORKING TO INCREASE ECONOMIC OPPORTUNITY.

**4b** (Code: ) (Expenses \$ 39,994,398 including grants of \$ 20,919,518 ) (Revenue \$ 38,495 )  
HUMANITARIAN ASSISTANCE - RELIEF: MERCY CORPS HELPS PEOPLE MOST IMPACTED BY CONFLICT AND CLIMATE  
CHANGE COPE, ADAPT AND THRIVE, SUPPORTING MILLIONS FACING NATURAL AND MAN-MADE DISASTERS BY  
PROVIDING SUPPORT SUCH AS FOOD, CLEAN WATER, SHELTER AND BASIC HYGIENE TO HELP THEM COPE IN THE  
MIDST OF CONFLICT, NATURAL DISASTERS AND WEATHER-RELATED INCIDENTS. MERCY CORPS HELPS  
COMMUNITIES PREPARE FOR AND RESPOND TO HUMANITARIAN NEEDS AS THEY ARISE, WHILE SUPPORTING  
RECOVERY AND LAYING THE FOUNDATIONS FOR RESILIENCE EVEN IN THE MOST EXTREME HUMANITARIAN  
SITUATIONS. THIS YEAR, MERCY CORPS PROVIDED HUMANITARIAN ASSISTANCE TO MILLIONS FACING ACUTE AND  
PROTRACTED EMERGENCIES AROUND THE WORLD, INCLUDING IN SUDAN, GAZA, HAITI - REACHING 37.6 MILLION  
PEOPLE ACROSS PROGRAMS.

**4c** (Code: ) (Expenses \$ 39,493,997 including grants of \$ 20,657,777 ) (Revenue \$ 38,013 )  
PEACE AND GOOD GOVERNANCE (CIVIL SOCIETY AND EDUCATION): MERCY CORPS SUPPORTS PEOPLE AND  
COMMUNITIES TO REDUCE AND PREVENT VIOLENCE, CONTRIBUTE TO ADVANCING SUSTAINABLE PEACE, AND  
PARTICIPATING MEANINGFULLY IN CIVIL SOCIETY AND INCLUSIVE AND RESPONSIVE GOVERNANCE SYSTEMS. BY  
SEQUENCING, LAYERING, AND INTEGRATING OUR PEACE, HUMANITARIAN, AND DEVELOPMENT ASSISTANCE, WE  
HELP ADVANCE PEACE AND PROMOTE INCLUSIVE, RESPONSIVE GOVERNANCE PROCESSES, THAT ENABLE  
COMMUNITIES - AND THE MOST MARGINALIZED WITHIN THEM - TO COPE, ADAPT, AND THRIVE. THIS YEAR,  
MERCY CORPS REACHED OVER 14 MILLION PEOPLE WITH PEACE AND GOOD GOVERNANCE PROGRAMS ACROSS 29  
COUNTRIES.

**4d** Other program services (Describe on Schedule O.)  
 (Expenses \$ 58,544,600 including grants of \$ 30,622,408 ) (Revenue \$ 56,349 )

**4e** Total program service expenses 292,097,944

**Part IV Checklist of Required Schedules**

	Yes	No
<b>1</b> Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A . . . . .	<b>1</b> ✓	
<b>2</b> Is the organization required to complete Schedule B, Schedule of Contributors? See instructions . . . . .	<b>2</b> ✓	
<b>3</b> 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 . . . . .	<b>3</b>	✓
<b>4</b> <b>Section 501(c)(3) organizations.</b> 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 . . . . .	<b>4</b> ✓	
<b>5</b> 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 . . . . .	<b>5</b>	✓
<b>6</b> Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I . . . . .	<b>6</b>	✓
<b>7</b> Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II . . . . .	<b>7</b>	✓
<b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III . . . . .	<b>8</b>	✓
<b>9</b> 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 . . . . .	<b>9</b> ✓	
<b>10</b> 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 . . . . .	<b>10</b>	✓
<b>11</b> 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.		
<b>a</b> Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI . . . . .	<b>11a</b> ✓	
<b>b</b> Did the organization report an amount for investments—other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII . . . . .	<b>11b</b>	✓
<b>c</b> Did the organization report an amount for investments—program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII . . . . .	<b>11c</b> ✓	
<b>d</b> Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX . . . . .	<b>11d</b> ✓	
<b>e</b> Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X . . . . .	<b>11e</b> ✓	
<b>f</b> Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X . . . . .	<b>11f</b> ✓	
<b>12a</b> Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII . . . . .	<b>12a</b>	✓
<b>b</b> Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional . . . . .	<b>12b</b> ✓	
<b>13</b> Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E . . . . .	<b>13</b>	✓
<b>14a</b> Did the organization maintain an office, employees, or agents outside of the United States? . . . . .	<b>14a</b> ✓	
<b>b</b> Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV . . . . .	<b>14b</b> ✓	
<b>15</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV . . . . .	<b>15</b> ✓	
<b>16</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV . . . . .	<b>16</b> ✓	
<b>17</b> Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions . . . . .	<b>17</b> ✓	
<b>18</b> 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 . . . . .	<b>18</b>	✓
<b>19</b> Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III . . . . .	<b>19</b>	✓
<b>20a</b> Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H . . . . .	<b>20a</b>	✓
<b>b</b> If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? . . . . .	<b>20b</b>	
<b>21</b> 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 . . . . .	<b>21</b> ✓	

**Part IV Checklist of Required Schedules** (continued)

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

**Part V Statements Regarding Other IRS Filings and Tax Compliance**

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



	Yes	No
<b>1a</b> Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable . . . . .	<b>1a</b>	189
<b>b</b> Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable . . . . .	<b>1b</b>	0
<b>c</b> Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . . .	<b>1c</b>	✓

<b>Part V Statements Regarding Other IRS Filings and Tax Compliance</b> (continued)		Yes	No		
<b>2a</b>	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>2a</b>	568		
<b>b</b>	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	<b>2b</b>		✓	
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year?	<b>3a</b>			✓
<b>b</b>	If "Yes," has it filed a Form 990-T for this year? If "No," to line 3b, provide an explanation on Schedule O	<b>3b</b>			
<b>4a</b>	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)?	<b>4a</b>		✓	
<b>b</b>	If "Yes," enter the name of the foreign country <u>AF, UV, BM, CT, CO, (CONTINUED ON SCHEDULE O)</u> See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	<b>5a</b>			✓
<b>b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	<b>5b</b>			✓
<b>c</b>	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	<b>5c</b>			
<b>6a</b>	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?	<b>6a</b>			✓
<b>b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	<b>6b</b>			
<b>7</b>	<b>Organizations that may receive deductible contributions under section 170(c).</b>				
<b>a</b>	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>7a</b>		✓	
<b>b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided?	<b>7b</b>		✓	
<b>c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	<b>7c</b>			✓
<b>d</b>	If "Yes," indicate the number of Forms 8282 filed during the year	<b>7d</b>			
<b>e</b>	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	<b>7e</b>			✓
<b>f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	<b>7f</b>			✓
<b>g</b>	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	<b>7g</b>			
<b>h</b>	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	<b>7h</b>			
<b>8</b>	<b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	<b>8</b>			
<b>9</b>	<b>Sponsoring organizations maintaining donor advised funds.</b>				
<b>a</b>	Did the sponsoring organization make any taxable distributions under section 4966?	<b>9a</b>			
<b>b</b>	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	<b>9b</b>			
<b>10</b>	<b>Section 501(c)(7) organizations.</b> Enter:				
<b>a</b>	Initiation fees and capital contributions included on Part VIII, line 12	<b>10a</b>			
<b>b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	<b>10b</b>			
<b>11</b>	<b>Section 501(c)(12) organizations.</b> Enter:				
<b>a</b>	Gross income from members or shareholders	<b>11a</b>			
<b>b</b>	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	<b>11b</b>			
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?	<b>12a</b>			
<b>b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	<b>12b</b>			
<b>13</b>	<b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>				
<b>a</b>	Is the organization licensed to issue qualified health plans in more than one state? <b>Note:</b> See the instructions for additional information the organization must report on Schedule O.	<b>13a</b>			
<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	<b>13b</b>			
<b>c</b>	Enter the amount of reserves on hand	<b>13c</b>			
<b>14a</b>	Did the organization receive any payments for indoor tanning services during the tax year?	<b>14a</b>			✓
<b>b</b>	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	<b>14b</b>			
<b>15</b>	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	<b>15</b>			✓
<b>16</b>	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	<b>16</b>			✓
<b>17</b>	<b>Section 501(c)(21) organizations.</b> 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.	<b>17</b>			



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

### Section A. Governing Body and Management

	Yes	No
<b>1a</b> Enter the number of voting members of the governing body at the end of the tax year . . . . . <b>1a</b> <span style="float: right;">13</span> 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>b</b> Enter the number of voting members included on line 1a, above, who are independent . . . . . <b>1b</b> <span style="float: right;">12</span>		
<b>2</b> 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? . . . . .	<b>2</b>	<input checked="" type="checkbox"/>
<b>3</b> 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? . . . . .	<b>3</b>	<input checked="" type="checkbox"/>
<b>4</b> Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? . . . . .	<b>4</b>	<input checked="" type="checkbox"/>
<b>5</b> Did the organization become aware during the year of a significant diversion of the organization's assets? . . . . .	<b>5</b>	<input checked="" type="checkbox"/>
<b>6</b> Did the organization have members or stockholders? . . . . .	<b>6</b>	<input checked="" type="checkbox"/>
<b>7a</b> 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? . . . . .	<b>7a</b>	<input checked="" type="checkbox"/>
<b>b</b> Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? . . . . .	<b>7b</b>	<input checked="" type="checkbox"/>
<b>8</b> Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
<b>a</b> The governing body? . . . . .	<b>8a</b>	<input checked="" type="checkbox"/>
<b>b</b> Each committee with authority to act on behalf of the governing body? . . . . .	<b>8b</b>	<input checked="" type="checkbox"/>
<b>9</b> 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 . . . . .	<b>9</b>	<input checked="" type="checkbox"/>

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

	Yes	No
<b>10a</b> Did the organization have local chapters, branches, or affiliates? . . . . .	<b>10a</b>	<input checked="" type="checkbox"/>
<b>b</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? . . . . .	<b>10b</b>	
<b>11a</b> Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? . . . . .	<b>11a</b>	<input checked="" type="checkbox"/>
<b>b</b> Describe on Schedule O the process, if any, used by the organization to review this Form 990. . . . .		
<b>12a</b> Did the organization have a written conflict of interest policy? If "No," go to line 13 . . . . .	<b>12a</b>	<input checked="" type="checkbox"/>
<b>b</b> Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? . . . . .	<b>12b</b>	<input checked="" type="checkbox"/>
<b>c</b> Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done . . . . .	<b>12c</b>	<input checked="" type="checkbox"/>
<b>13</b> Did the organization have a written whistleblower policy? . . . . .	<b>13</b>	<input checked="" type="checkbox"/>
<b>14</b> Did the organization have a written document retention and destruction policy? . . . . .	<b>14</b>	<input checked="" type="checkbox"/>
<b>15</b> 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?		
<b>a</b> The organization's CEO, Executive Director, or top management official . . . . .	<b>15a</b>	<input checked="" type="checkbox"/>
<b>b</b> Other officers or key employees of the organization . . . . .	<b>15b</b>	<input checked="" type="checkbox"/>
If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions. . . . .		
<b>16a</b> Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? . . . . .	<b>16a</b>	<input checked="" type="checkbox"/>
<b>b</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? . . . . .	<b>16b</b>	<input checked="" type="checkbox"/>

### Section C. Disclosure

**17** List the states with which a copy of this Form 990 is required to be filed AL, AR, AZ, CA, (CONTINUED ON SCHEDULE O)

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

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

**20** State the name, address, and telephone number of the person who possesses the organization's books and records.  
LISA NEVITT, 45 SW ANKENY ST, PORTLAND, OR 97204, (503) 896-5000

**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**Check if Schedule O contains a response or note to any line in this Part VII ☐**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/ 1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/ 1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) TJADA D'OYEN MCKENNA CHIEF EXECUTIVE OFFICER	40.0	✓		✓				553,302	0	48,330
(2) JENNIFER SIME CHIEF OPERATING OFFICER	40.0			✓				352,990	0	29,931
(3) CHAD SNELGAR CHIEF FINANCIAL & ADMINISTRATIVE OFFICER, CORPORATE TREASURER (FROM 12/24)	40.0			✓				349,278	0	29,931
(4) ALEXA ALBA HOLMES GENERAL COUNSEL, CORPORATE SECRETARY (FROM 12/24)	40.0			✓				291,530	0	45,684
(5) MARY STATA CHIEF DEVELOPMENT OFFICER	40.0				✓			281,027	0	45,361
(6) KIMBERLY KEATING CHIEF PEOPLE OFFICER	40.0				✓			309,155	0	16,071
(7) ALLISON ANN HUGGINS DEPUTY REG DIR, PGRM - EAST & SOUTHERN AFRICA	40.0					✓		304,930	0	19,149
(8) PETER LEWIS CHIEF MARKETING & COMMUNICATIONS OFFICER	40.0				✓			264,853	0	43,754
(9) STEVE LINICK CHIEF ETHICS & COMPLIANCE OFFICER	40.0				✓			288,414	0	17,239
(10) KATHERINE PHILLIPS-BARRASSO VICE PRESIDENT - POLICY AND ADVOCACY	40.0				✓			238,810	0	42,787
(11) JONATHAN SCOTT ONDER CHIEF INVESTMENT OFFICER	40.0					✓		233,101	0	41,927
(12) WHITNEY LAINE ELMER VICE PRESIDENT - EMERGENCY RESPONSE	40.0				✓			240,175	0	29,412
(13) NDUBISI ANYANWU COUNTRY DIRECTOR	40.0					✓		246,248	0	17,575
(14) MICHAEL RADCLIFFE COUNTRY DIRECTOR	40.0					✓		241,836	0	18,215

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15) SHANNON MARIE ALEXANDER SWEET VICE PRESIDENT - GLOBAL PROGRAM SUPPORT	40.0				✓			218,555	0	41,235
(16) CARMEN LAURA JAQUEZ DIR OF EVIDENCE & LRN, RESILIENT DRYLAND PROD	40.0					✓		244,403	0	15,216
(17) JOSHUA TAYLOR DEWALD VICE PRESIDENT - EVIDENCE AND LEARNING	40.0				✓			216,754	0	41,021
(18) SANJAY GURUNG VICE PRESIDENT -TECHNICAL RESOURCES & QUALITY	40.0				✓			208,716	0	21,850
(19) JEREMY SNYDER VICE PRESIDENT, HIGH IMPACT PHILANTHROPY	40.0				✓			174,684	0	38,769
(20) SONIA DELMAN ASSOCIATE GENERAL COUNSEL, ASSISTANT CORPORATE SECRETARY (FROM 12/24)	40.0			✓				169,407	0	37,909
(21) ANDREW JOSEPH MORGAN DEPUTY GENERAL COUNSEL, ASSISTANT CORPORATE SECRETARY (FROM 12/24)	40.0			✓				174,271	0	19,888
(22) SASHA DAVIS ASSISTANT CORPORATE SECRETARY	40.0			✓				122,893	0	37,291
(23) BECCA VAN DYCK BOARD MEMBER	2.0	✓						0	0	0
(24) CECILY JOSEPH BOARD MEMBER	2.0	✓						0	0	0
(25) (SEE PART VII CONTINUATION SHEET)										
<b>1b Subtotal</b>								5,725,332	0	698,545
<b>c Total from continuation sheets to Part VII, Section A</b>								0	0	0
<b>d Total (add lines 1b and 1c)</b>								5,725,332	0	698,545
<b>2</b> Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization								233		

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

**Section B. Independent Contractors**

<b>1</b> Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.		
(A) Name and business address	(B) Description of services	(C) Compensation
FUSE FUNDRAISING GROUP, LLC, 12355 SUNRISE VALLEY DR SUITE 240, RESTON, VA 20191	PROFESSIONAL FUNDRAISING SERVICES	696,592
BLUE STATE DIGITAL INC, 41 FLATBUSH AVENUE 8TH FL, BROOKLYN, NY 11217	PROFESSIONAL FUNDRAISING SERVICES	630,000
INTERNATIONAL SOS ASSISTANCE, INC., 3600 HORIZON BLVD, SUITE 300, FEASTERVILLE TREVOSSE, PA 19053	GLOBAL RISK MANAGEMENT AND ASSISTANCE	453,392
THE KONTERRA GROUP LLC, 700 12TH ST, NW, STE 700, WASHINGTON, DC 20005	MENTAL HEALTH SERVICES	417,236
GRANT THORNTON LLP, 3333 FINLEY ROAD SUITE 700, DOWNERS GROVE, IL 60515	AUDIT SERVICES	355,255
<b>2</b> Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization		



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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
<b>Contributions, Gifts, Grants, and Other Similar Amounts</b>	<b>1a</b>	Federated campaigns . . . . .	<b>1a</b>	0			
	<b>b</b>	Membership dues . . . . .	<b>1b</b>	0			
	<b>c</b>	Fundraising events . . . . .	<b>1c</b>	0			
	<b>d</b>	Related organizations . . . . .	<b>1d</b>	0			
	<b>e</b>	Government grants (contributions)	<b>1e</b>	222,911,907			
	<b>f</b>	All other contributions, gifts, grants, and similar amounts not included above	<b>1f</b>	151,508,757			
	<b>g</b>	Noncash contributions included in lines 1a-1f . . . . .	<b>1g</b>	\$ 4,028,425			
	<b>h</b>	<b>Total.</b> Add lines 1a-1f . . . . .		374,420,664			
	<b>2a</b>	PROGRAM ACTIVITIES REVENUE		900099	1,761	1,761	
<b>b</b>							
<b>c</b>							
<b>d</b>							
<b>e</b>							
<b>f</b>	All other program service revenue . . . . .			0	0	0	0
<b>g</b>	<b>Total.</b> Add lines 2a-2f . . . . .			1,761			
<b>Other Revenue</b>	<b>3</b>	Investment income (including dividends, interest, and other similar amounts) . . . . .		1,882,155	0	0	1,882,155
	<b>4</b>	Income from investment of tax-exempt bond proceeds		0	0	0	0
	<b>5</b>	Royalties . . . . .		0	0	0	0
	<b>6a</b>	Gross rents . . . . .	<b>6a</b>	0	0		
	<b>b</b>	Less: rental expenses	<b>6b</b>	0	0		
	<b>c</b>	Rental income or (loss)	<b>6c</b>	0	0		
	<b>d</b>	Net rental income or (loss) . . . . .		0	0	0	0
	<b>7a</b>	Gross amount from sales of assets other than inventory	<b>7a</b>	1,187,856	1,831,713		
	<b>b</b>	Less: cost or other basis and sales expenses . . . . .	<b>7b</b>	1,895,355	1,202,118		
	<b>c</b>	Gain or (loss) . . . . .	<b>7c</b>	(707,499)	629,595		
	<b>d</b>	Net gain or (loss) . . . . .		(77,904)	254,280	0	(332,184)
	<b>8a</b>	Gross income from fundraising events (not including \$ 0 of contributions reported on line 1c). See Part IV, line 18 . . . . .	<b>8a</b>	0			
	<b>b</b>	Less: direct expenses . . . . .	<b>8b</b>	0			
	<b>c</b>	Net income or (loss) from fundraising events . . . . .		0		0	0
	<b>9a</b>	Gross income from gaming activities. See Part IV, line 19 . . . . .	<b>9a</b>	0			
	<b>b</b>	Less: direct expenses . . . . .	<b>9b</b>	0			
	<b>c</b>	Net income or (loss) from gaming activities . . . . .		0	0	0	0
	<b>10a</b>	Gross sales of inventory, less returns and allowances . . . . .	<b>10a</b>	0			
	<b>b</b>	Less: cost of goods sold . . . . .	<b>10b</b>	0			
	<b>c</b>	Net income or (loss) from sales of inventory . . . . .		0	0	0	0
<b>Miscellaneous Revenue</b>	<b>11a</b>	OTHER REVENUE		900099	25,104	25,104	
	<b>b</b>						
	<b>c</b>						
	<b>d</b>	All other revenue . . . . .			0	0	0
	<b>e</b>	<b>Total.</b> Add lines 11a-11d . . . . .			25,104		
	<b>12</b>	<b>Total revenue.</b> See instructions . . . . .			376,251,780	281,145	0

**Part IX Statement of Functional Expenses**

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

Check if Schedule O contains a response or note to any line in this Part IX ☐**Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.**

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 . . . . .	106,500	106,500		
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22 . . . . .				
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 . . . . .	152,678,599	152,678,599		
<b>4</b> Benefits paid to or for members . . . . .				
<b>5</b> Compensation of current officers, directors, trustees, and key employees . . . . .	4,854,240	259,791	3,994,445	600,004
<b>6</b> Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .				
<b>7</b> Other salaries and wages . . . . .	107,518,028	63,825,177	37,574,417	6,118,434
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) . . . . .	3,450,070	2,090,591	1,171,352	188,127
<b>9</b> Other employee benefits . . . . .	38,846,518	22,379,616	14,192,129	2,274,773
<b>10</b> Payroll taxes . . . . .	4,624,158	2,646,896	1,701,696	275,566
<b>11</b> Fees for services (nonemployees):				
<b>a</b> Management . . . . .				
<b>b</b> Legal . . . . .	980,860	435,860	543,365	1,635
<b>c</b> Accounting . . . . .	427,603	61,353	366,194	56
<b>d</b> Lobbying . . . . .	38,056	0	0	38,056
<b>e</b> Professional fundraising services. See Part IV, line 17 . . . . .	1,497,226			1,497,226
<b>f</b> Investment management fees . . . . .	9,629	0	9,629	0
<b>g</b> Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Schedule O.) . . . . .	5,691,792	1,165,177	3,725,325	801,290
<b>12</b> Advertising and promotion . . . . .	1,903,338	495,440	28,665	1,379,233
<b>13</b> Office expenses . . . . .	11,131,327	2,794,034	4,871,398	3,465,895
<b>14</b> Information technology . . . . .	6,555,141	1,985,145	4,205,672	364,324
<b>15</b> Royalties . . . . .				
<b>16</b> Occupancy . . . . .	3,016,936	5,929,540	(3,069,959)	157,355
<b>17</b> Travel . . . . .	13,461,080	11,581,769	1,694,704	184,607
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .				
<b>19</b> Conferences, conventions, and meetings . . . . .				
<b>20</b> Interest . . . . .	228,541	19,766	170,202	38,573
<b>21</b> Payments to affiliates . . . . .				
<b>22</b> Depreciation, depletion, and amortization . . . . .	2,585,709	1,749,558	689,197	146,954
<b>23</b> Insurance . . . . .	1,104,284	60,248	966,180	77,856
<b>24</b> Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.) . . . . .				
<b>a</b> <u>OTHER CONTRACTS</u> . . . . .	19,248,989	17,023,406	2,178,027	47,556
<b>b</b> <u>EQUIPMENT &amp; VEHICLES</u> . . . . .	2,047,873	2,047,873	0	0
<b>c</b> <u>BANK AND OTHER FEES</u> . . . . .	1,701,732	821,945	474,972	404,815
<b>d</b> <u>EMPLOYEE TRAINING</u> . . . . .	757,321	457,773	275,205	24,343
<b>e</b> All other expenses . . . . .	2,641,458	1,481,887	224,693	934,878
<b>25</b> <b>Total functional expenses.</b> Add lines 1 through 24e . . . . .	387,107,008	292,097,944	75,987,508	19,021,556
<b>26</b> <b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720) . . . . .	0	0	0	0

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

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash—non-interest-bearing . . . . .	42,588,800	<b>1</b>	16,697,793
	<b>2</b> Savings and temporary cash investments . . . . .	103,099,686	<b>2</b>	250,700,509
	<b>3</b> Pledges and grants receivable, net . . . . .	41,054,689	<b>3</b>	20,219,204
	<b>4</b> Accounts receivable, net . . . . .	6,073,785	<b>4</b>	1,697,710
	<b>5</b> Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons . . . . .	0	<b>5</b>	0
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) . . . . .	0	<b>6</b>	0
	<b>7</b> Notes and loans receivable, net . . . . .	0	<b>7</b>	
	<b>8</b> Inventories for sale or use . . . . .	751,153	<b>8</b>	1,081,163
	<b>9</b> Prepaid expenses and deferred charges . . . . .	6,380,655	<b>9</b>	4,965,672
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D . . . . .	<b>10a</b> 61,747,452		
	<b>b</b> Less: accumulated depreciation . . . . .	<b>10b</b> 39,149,021	<b>10c</b>	22,598,431
	<b>11</b> Investments—publicly traded securities . . . . .	8,383,818	<b>11</b>	7,068,104
	<b>12</b> Investments—other securities. See Part IV, line 11 . . . . .	0	<b>12</b>	0
	<b>13</b> Investments—program-related. See Part IV, line 11 . . . . .	24,299,052	<b>13</b>	24,535,379
	<b>14</b> Intangible assets . . . . .	1,361,018	<b>14</b>	593,048
	<b>15</b> Other assets. See Part IV, line 11 . . . . .	39,069,308	<b>15</b>	33,116,154
	<b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 33) . . . . .	296,610,081	<b>16</b>	383,273,167
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	56,807,771	<b>17</b>	58,614,224
	<b>18</b> Grants payable . . . . .	0	<b>18</b>	0
	<b>19</b> Deferred revenue . . . . .	116,285,559	<b>19</b>	216,421,148
	<b>20</b> Tax-exempt bond liabilities . . . . .	0	<b>20</b>	0
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D . . . . .	16,296	<b>21</b>	17,074
	<b>22</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons . . . . .	0	<b>22</b>	0
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .	4,588,589	<b>23</b>	4,397,942
	<b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .	0	<b>24</b>	0
	<b>25</b> 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 . . . . .	9,948,893	<b>25</b>	11,698,863
	<b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 . . . . .	187,647,108	<b>26</b>	291,149,251
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions . . . . .	93,515,349	<b>27</b>	73,929,314
	<b>28</b> Net assets with donor restrictions . . . . .	15,447,624	<b>28</b>	18,194,602
	<b>Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds . . . . .	0	<b>29</b>	0
	<b>30</b> Paid-in or capital surplus, or land, building, or equipment fund . . . . .	0	<b>30</b>	0
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds . . . . .	0	<b>31</b>	0
	<b>32</b> <b>Total net assets or fund balances</b> . . . . .	108,962,973	<b>32</b>	92,123,916
<b>33</b> <b>Total liabilities and net assets/fund balances</b> . . . . .		296,610,081	<b>33</b>	383,273,167

Form **990** (2024)

**Part XI Reconciliation of Net Assets**Check if Schedule O contains a response or note to any line in this Part XI ☒

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	376,251,780
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	387,107,008
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	(10,855,228)
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	<b>4</b>	108,962,973
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	326,886
<b>6</b>	Donated services and use of facilities	<b>6</b>	1,090,794
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	(2,767,409)
<b>9</b>	Other changes in net assets or fund balances (explain on Schedule O)	<b>9</b>	(4,634,100)
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	<b>10</b>	92,123,916

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

	Yes	No
<b>1</b> Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
<b>2a</b> Were the organization's financial statements compiled or reviewed by an independent accountant? . . . If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both. <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		✓
<b>b</b> Were the organization's financial statements audited by an independent accountant? . . . If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both. <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	✓	
<b>c</b> If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? . . . If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	✓	
<b>3a</b> 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? . . .	✓	
<b>b</b> If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits .	✓	

Form **990** (2024)

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (Check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(25) EMMANUEL LULIN ----- BOARD MEMBER	2.0 -----	✓						0	0	0
(26) FARAH PANDITH ----- BOARD MEMBER	2.0 -----	✓						0	0	0
(27) JOHN MAKINSON ----- BOARD MEMBER	2.0 -----	✓						0	0	0
(28) KOFI TAHA ----- BOARD MEMBER	2.0 -----	✓						0	0	0
(29) KRISTIN MANNION ----- BOARD MEMBER	2.0 -----	✓						0	0	0
(30) LESLEY NDLOVU ----- BOARD MEMBER	2.0 -----	✓						0	0	0
(31) MELANIE THOMAS ARMSTRONG ----- BOARD MEMBER	2.0 -----	✓						0	0	0
(32) PAUL SONG ----- BOARD MEMBER	2.0 -----	✓						0	0	0
(33) STANLEY NJOROGÉ ----- BOARD MEMBER	2.0 -----	✓						0	0	0
(34) VIJAYA GADDE ----- BOARD CHAIR	2.0 -----	✓						0	0	0



SCHEDULE A  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

Attach to Form 990 or Form 990-EZ.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

2024

Open to Public  
Inspection

Name of the organization

MERCY CORPS

Employer identification number

91-1148123

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

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

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

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

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

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

**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") . . . . .	352,864,149	420,534,934	517,520,733	451,833,747	374,420,664	2,117,174,227
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf . . . . .	0	0	0	0	0	0
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge . . . . .	0	0	0	0	0	0
<b>4 Total.</b> Add lines 1 through 3 . . . . .	352,864,149	420,534,934	517,520,733	451,833,747	374,420,664	2,117,174,227
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) . . . . .						42,891,415
<b>6 Public support.</b> Subtract line 5 from line 4						2,074,282,812

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
<b>7</b> Amounts from line 4 . . . . .	352,864,149	420,534,934	517,520,733	451,833,747	374,420,664	2,117,174,227
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources . . . . .	169,622	169,126	2,092,742	12,538,424	1,882,155	16,852,069
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on . . . . .	102,500	6,000	11,620	44,000	0	164,120
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . . . . .	190,818	23,519	43,025	156,110	25,104	438,576
<b>11 Total support.</b> Add lines 7 through 10						2,134,628,992
<b>12</b> Gross receipts from related activities, etc. (see instructions) . . . . .					12	7,427,207
<b>13 First 5 years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> . . . . .						<input type="checkbox"/>

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f)) . . . . .	<b>14</b>	97.17 %
<b>15</b> Public support percentage from 2023 Schedule A, Part II, line 14 . . . . .	<b>15</b>	96.73 %
<b>16a 33<sup>1</sup>/<sub>3</sub>% support test—2024.</b> If the organization did not check the box on line 13, and line 14 is 33 <sup>1</sup> / <sub>3</sub> % or more, check this box and <b>stop here</b> . The organization qualifies as a publicly supported organization . . . . .	<input checked="" type="checkbox"/>	
<b>b 33<sup>1</sup>/<sub>3</sub>% support test—2023.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 <sup>1</sup> / <sub>3</sub> % or more, check this box and <b>stop here</b> . The organization qualifies as a publicly supported organization . . . . .	<input type="checkbox"/>	
<b>17a 10%-facts-and-circumstances test—2024.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and <b>stop here</b> . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization . . . . .	<input type="checkbox"/>	
<b>b 10%-facts-and-circumstances test—2023.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and <b>stop here</b> . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization . . . . .	<input type="checkbox"/>	
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions . . . . .	<input type="checkbox"/>	

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

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

**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose . . . .						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf . . . .						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge . . . .						
<b>6 Total.</b> Add lines 1 through 5 . . . .						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons . .						
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
<b>c</b> Add lines 7a and 7b . . . . .						
<b>8 Public support.</b> (Subtract line 7c from line 6.) . . . . .						

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
<b>9</b> Amounts from line 6 . . . . .						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 . . . .						
<b>c</b> Add lines 10a and 10b . . . . .						
<b>11</b> Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . . . . .						
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.) . . . . .						
<b>14 First 5 years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> . . . . . <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f)) . . . . .	<b>15</b>	%
<b>16</b> Public support percentage from 2023 Schedule A, Part III, line 15 . . . . .	<b>16</b>	%

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for <b>2024</b> (line 10c, column (f), divided by line 13, column (f)) . . . .	<b>17</b>	%
<b>18</b> Investment income percentage from <b>2023</b> Schedule A, Part III, line 17 . . . . .	<b>18</b>	%
<b>19a 33<sup>1</sup>/<sub>3</sub>% support tests—2024.</b> If the organization did not check the box on line 14, and line 15 is more than 33 <sup>1</sup> / <sub>3</sub> %, and line 17 is not more than 33 <sup>1</sup> / <sub>3</sub> %, check this box and <b>stop here</b> . The organization qualifies as a publicly supported organization . . . .		<input type="checkbox"/>
<b>b 33<sup>1</sup>/<sub>3</sub>% support tests—2023.</b> If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 <sup>1</sup> / <sub>3</sub> %, and line 18 is not more than 33 <sup>1</sup> / <sub>3</sub> %, check this box and <b>stop here</b> . The organization qualifies as a publicly supported organization . . . .		<input type="checkbox"/>
<b>20 Private foundation.</b> If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions . . . .		<input type="checkbox"/>

**Part IV Supporting Organizations**

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

**Section A. All Supporting Organizations**

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



**Part IV Supporting Organizations** (continued)

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

**Section B. Type I Supporting Organizations**

	Yes	No
<b>1</b> Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? If "No," describe in <b>Part VI</b> how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
<b>1</b>		
<b>2</b> Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in <b>Part VI</b> how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		
<b>2</b>		

**Section C. Type II Supporting Organizations**

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

**Section D. All Type III Supporting Organizations**

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

**Section E. Type III Functionally Integrated Supporting Organizations**

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



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

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

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

Schedule A (Form 990) 2024

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

Section D—Distributions		Current Year	
<b>1</b>	Amounts paid to supported organizations to accomplish exempt purposes	<b>1</b>	
<b>2</b>	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	<b>2</b>	
<b>3</b>	Administrative expenses paid to accomplish exempt purposes of supported organizations	<b>3</b>	
<b>4</b>	Amounts paid to acquire exempt-use assets	<b>4</b>	
<b>5</b>	Qualified set-aside amounts (prior IRS approval required—provide details in <b>Part VI</b> )	<b>5</b>	
<b>6</b>	Other distributions (describe in <b>Part VI</b> ). See instructions.	<b>6</b>	
<b>7</b>	<b>Total annual distributions.</b> Add lines 1 through 6.	<b>7</b>	
<b>8</b>	Distributions to attentive supported organizations to which the organization is responsive (provide details in <b>Part VI</b> ). See instructions.	<b>8</b>	
<b>9</b>	Distributable amount for 2024 from Section C, line 6	<b>9</b>	
<b>10</b>	Line 8 amount divided by line 9 amount	<b>10</b>	

  

Section E—Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	(iii) Distributable Amount for 2024
<b>1</b> Distributable amount for 2024 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2024 (reasonable cause required—explain in <b>Part VI</b> ). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2024			
<b>a</b> From 2019 . . . . .			
<b>b</b> From 2020 . . . . .			
<b>c</b> From 2021 . . . . .			
<b>d</b> From 2022 . . . . .			
<b>e</b> From 2023 . . . . .			
<b>f</b> <b>Total</b> of lines 3a through 3e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2024 distributable amount			
<b>i</b> Carryover from 2019 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
<b>4</b> Distributions for 2024 from Section D, line 7: \$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2024 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from line 4.			
<b>5</b> Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in <b>Part VI</b> . See instructions.			
<b>6</b> Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in <b>Part VI</b> . See instructions.			
<b>7</b> <b>Excess distributions carryover to 2025.</b> Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2020 . . .			
<b>b</b> Excess from 2021 . . .			
<b>c</b> Excess from 2022 . . .			
<b>d</b> Excess from 2023 . . .			
<b>e</b> Excess from 2024 . . .			

Schedule A (Form 990) 2024

## Part VI

**Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

## Part VI

Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

Return Reference - Identifier	Explanation						
SCHEDULE A, PART II, LINE 10 - OTHER INCOME	Description	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
	(1) OTHER	190,805	23,519	43,025	156,110	25,104	438,563
	(2) SALE OF INVENTORY	13	0	0	0		13
	Total	190,818	23,519	43,025	156,110	25,104	438,576

**Schedule B  
(Form 990)**

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

**Schedule of Contributors**

**Attach to Form 990, 990-EZ, or 990-PF.**  
**Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.**

OMB No. 1545-0047

Name of the organization  
**MERCY CORPS**

**Employer identification number**  
**91-1148123**

**Organization type** (check one):

**Filers of:**

**Section:**

Form 990 or 990-EZ

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

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

☐ 527 political organization

Form 990-PF

☐ 501(c)(3) exempt private foundation

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

☐ 501(c)(3) taxable private foundation

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

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

**General Rule**

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

**Special Rules**

- ☒ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 $\frac{1}{3}$ % support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year . . . . . \$ \_\_\_\_\_

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



Name of organization

MERCY CORPS

Employer identification number

91-1148123

**Part I** **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1		\$ 182,032,243	<b>Person</b> <input checked="" type="checkbox"/> <b>Payroll</b> <input type="checkbox"/> <b>Noncash</b> <input type="checkbox"/> (Complete Part II for noncash contributions.)
2		\$ 11,654,447	<b>Person</b> <input checked="" type="checkbox"/> <b>Payroll</b> <input type="checkbox"/> <b>Noncash</b> <input checked="" type="checkbox"/> (Complete Part II for noncash contributions.)
3		\$ 14,332,210	<b>Person</b> <input checked="" type="checkbox"/> <b>Payroll</b> <input type="checkbox"/> <b>Noncash</b> <input type="checkbox"/> (Complete Part II for noncash contributions.)
4		\$ 11,217,782	<b>Person</b> <input checked="" type="checkbox"/> <b>Payroll</b> <input type="checkbox"/> <b>Noncash</b> <input type="checkbox"/> (Complete Part II for noncash contributions.)
5		\$ 37,483,085	<b>Person</b> <input checked="" type="checkbox"/> <b>Payroll</b> <input type="checkbox"/> <b>Noncash</b> <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	<b>Person</b> <input type="checkbox"/> <b>Payroll</b> <input type="checkbox"/> <b>Noncash</b> <input type="checkbox"/> (Complete Part II for noncash contributions.)



Name of organization

MERCY CORPS

Employer identification number

91-1148123

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

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
-----	----- ----- -----	----- ----- -----	----- ----- -----

Transferee's name, address, and ZIP + 4

Relationship of transferor to transferee

----- ----- -----	----- ----- -----
-------------------------	-------------------------

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
-----	----- ----- -----	----- ----- -----	----- ----- -----

(e) Transfer of gift

Transferee's name, address, and ZIP + 4

Relationship of transferor to transferee

----- ----- -----	----- ----- -----
-------------------------	-------------------------

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
-----	----- ----- -----	----- ----- -----	----- ----- -----

(e) Transfer of gift

Transferee's name, address, and ZIP + 4

Relationship of transferor to transferee

----- ----- -----	----- ----- -----
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(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
-----	----- ----- -----	----- ----- -----	----- ----- -----

(e) Transfer of gift

Transferee's name, address, and ZIP + 4

Relationship of transferor to transferee

----- ----- -----	----- ----- -----
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SCHEDULE C  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under Section 501(c) and Section 527

Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

2024

Open to Public  
Inspection

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

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

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

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

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

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

Name of organization

MERCY CORPS

Employer identification number (EIN)

91-1148123

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

- Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."
- Political campaign activity expenditures. See instructions . . . . . \$
- Volunteer hours for political campaign activities. See instructions . . . . .

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

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

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

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

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

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

Cat. No. 50084S

Schedule C (Form 990) 2024

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

- A** Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check ☐ if the filing organization checked box A and "limited control" provisions apply.

<b>Limits on Lobbying Expenditures</b> (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
<b>1a</b>	Total lobbying expenditures to influence public opinion (grassroots lobbying) . . . . .	1,330													
<b>b</b>	Total lobbying expenditures to influence a legislative body (direct lobbying) . . . . .	36,726													
<b>c</b>	Total lobbying expenditures (add lines 1a and 1b) . . . . .	38,056													
<b>d</b>	Other exempt purpose expenditures . . . . .	292,059,888													
<b>e</b>	Total exempt purpose expenditures (add lines 1c and 1d) . . . . .	292,097,944													
<b>f</b>	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000													
<table border="1"> <thead> <tr> <th>IF the amount on line 1e, column (a) or (b) is:</th> <th>THEN the lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		IF the amount on line 1e, column (a) or (b) is:	THEN the lobbying nontaxable amount is:	not over \$500,000	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000	\$1,000,000.		
IF the amount on line 1e, column (a) or (b) is:	THEN the lobbying nontaxable amount is:														
not over \$500,000	20% of the amount on line 1e.														
over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
over \$17,000,000	\$1,000,000.														
<b>g</b>	Grassroots nontaxable amount (enter 25% of line 1f) . . . . .	250,000													
<b>h</b>	Subtract line 1g from line 1a. If zero or less, enter -0- . . . . .	0													
<b>i</b>	Subtract line 1f from line 1c. If zero or less, enter -0- . . . . .	0													
<b>j</b>	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? . . . . .	<input type="checkbox"/> Yes <input type="checkbox"/> No													

**4-Year Averaging Period Under Section 501(h)**

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
<b>2a</b> Lobbying nontaxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
<b>b</b> Lobbying ceiling amount (150% of line 2a, column (e))					6,000,000
<b>c</b> Total lobbying expenditures	19,151	11,042	13,168	38,056	81,417
<b>d</b> Grassroots nontaxable amount	250,000	250,000	250,000	250,000	1,000,000
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000
<b>f</b> Grassroots lobbying expenditures	19,151	3,081	2,440	1,330	26,002

Schedule C (Form 990) 2024



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

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

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

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

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

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

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

**Part IV** Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions); and Part II-B, line 1. Also, complete this part for any additional information.

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SCHEDULE D  
(Form 990)

(Rev. January 2025)

Department of the Treasury  
Internal Revenue Service

Supplemental Financial Statements

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

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

Open to Public  
Inspection

Name of the organization

MERCY CORPS

Employer identification number

91-1148123

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

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

Part II Conservation Easements

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

1	Purpose(s) of conservation easements held by the organization (check all that apply). <input type="checkbox"/> Preservation of land for public use (for example, recreation or education) <input type="checkbox"/> Preservation of a historically important land area <input type="checkbox"/> Protection of natural habitat <input type="checkbox"/> Preservation of a certified historic structure <input type="checkbox"/> Preservation of open space	
2	Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.	
a	Total number of conservation easements . . . . .	2a
b	Total acreage restricted by conservation easements . . . . .	2b
c	Number of conservation easements on a certified historic structure included on line 2a . . . . .	2c
d	Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register . . . . .	2d
3	Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year . . . . .	
4	Number of states where property subject to conservation easement is located . . . . .	
5	Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? . . . . . <input type="checkbox"/> Yes <input type="checkbox"/> No	
6	Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year . . . . .	
7	Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year . . . . . \$	
8	Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? . . . . . <input type="checkbox"/> Yes <input type="checkbox"/> No	
9	In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.	

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

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

1a	If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.	
b	If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items. (i) Revenue included on Form 990, Part VIII, line 1 . . . . . \$ (ii) Assets included in Form 990, Part X . . . . . \$	
2	If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items. a Revenue included on Form 990, Part VIII, line 1 . . . . . \$ b Assets included in Form 990, Part X . . . . . \$	

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

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

**a** ☐ Public exhibition

**d** ☐ Loan or exchange program

**b** ☐ Scholarly research

**e** ☐ Other .....

**c** ☐ Preservation for future generations

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

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

**Part IV Escrow and Custodial Arrangements**

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

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

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

	Amount
<b>c</b> Beginning balance	<b>1c</b>
<b>d</b> Additions during the year	<b>1d</b>
<b>e</b> Distributions during the year	<b>1e</b>
<b>f</b> Ending balance	<b>1f</b>

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

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

**Part V Endowment Funds**

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

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

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

**a** Board designated or quasi-endowment \_\_\_\_\_%

**b** Permanent endowment \_\_\_\_\_%

**c** Term endowment \_\_\_\_\_%

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

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

**(i)** Unrelated organizations? **3a(i)** ☐ Yes ☐ No

**(ii)** Related organizations? **3a(ii)** ☐ Yes ☐ No

**b** If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? **3b** ☐ Yes ☐ No

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

**Part VI Land, Buildings, and Equipment**

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
<b>1a</b> Land		2,534,266		2,534,266
<b>b</b> Buildings		29,561,591	11,819,078	17,742,513
<b>c</b> Leasehold improvements		1,757,943	1,260,202	497,741
<b>d</b> Equipment		7,612,311	7,352,652	259,659
<b>e</b> Other		20,281,341	18,717,089	1,564,252
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				22,598,431

**Part VII Investments—Other Securities**

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

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

**Part VIII Investments—Program Related**

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

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) MICROFINANCE INVESTMENTS	13,639,739	COST
(2) OTHER INVESTMENTS	10,895,640	COST
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
<b>Total.</b> (Column (b) must equal Form 990, Part X, line 13, col. (B)) . . .	24,535,379	

**Part IX Other Assets**

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

(a) Description	(b) Book value
(1) DUE FROM AFFILIATES	20,710,684
(2) FINANCIAL INSTRUMENTS	62,567
(3) ROU ASSETS	12,342,903
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, line 15, col. (B)) . . . . .	33,116,154

**Part X Other Liabilities**

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) CHARITABLE GIFT ANNUITIES	458,880
(3) LEASE LIABILITY	11,239,983
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, line 25, col. (B)) . . . . .	11,698,863

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

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

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

<b>1</b>	Total revenue, gains, and other support per audited financial statements . . . . .		<b>1</b>	
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
<b>a</b>	Net unrealized gains (losses) on investments . . . . .	<b>2a</b>		
<b>b</b>	Donated services and use of facilities . . . . .	<b>2b</b>		
<b>c</b>	Recoveries of prior year grants . . . . .	<b>2c</b>		
<b>d</b>	Other (Describe in Part XIII.) . . . . .	<b>2d</b>		
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .		<b>2e</b>	
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .		<b>3</b>	
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>		
<b>b</b>	Other (Describe in Part XIII.) . . . . .	<b>4b</b>		
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .		<b>4c</b>	
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.) . . . . .		<b>5</b>	

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

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

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

**Part XIII Supplemental Information**

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

[SEE STATEMENT](#)

# Part XIII

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

Return Reference - Identifier	Explanation
SCHEDULE D, PART IV, LINE 2B - EXPLANATION OF ESCROW AGREEMENT	MERCY CORPS IS A CUSTODIAL AGENT OF DONATIONS RECEIVED BY MERCY CORPS ON BEHALF OF A TRUST CREATED FOR THE BENEFIT OF A WOMAN IN PAKISTAN. THE FUNDS RECEIVED ARE FOR HER USE AND RECORDED AS A LIABILITY ON MERCY CORPS BOOKS.
SCHEDULE D, PART X, LINE 2 - FIN 48 (ASC 740) FOOTNOTE	<p>THE ORGANIZATION HAD BEEN GRANTED TAX-EXEMPT STATUS UNDER SECTION 501 (C)(3) OF THE INTERNAL REVENUE CODE AND CORRESPONDING SECTIONS OF THE STATE OF WASHINGTON PROVISIONS AS A PUBLICLY SUPPORTED ORGANIZATION, WHICH IS NOT A PRIVATE FOUNDATION.</p> <p>U.S. GAAP REQUIRES MERCY CORPS' MANAGEMENT TO EVALUATE TAX POSITIONS TAKEN BY MERCY CORPS AND RECOGNIZE A TAX LIABILITY (OR ASSET) IF MERCY CORPS HAS TAKEN AN UNCERTAIN POSITION THAT MORE LIKELY THAN NOT WOULD NOT BE SUSTAINED UPON EXAMINATION BY THE INTERNAL REVENUE SERVICE (IRS). MANAGEMENT HAS ANALYZED TAX POSITIONS TAKEN BY MERCY CORPS AND HAS CONCLUDED THAT AS OF JUNE 30, 2025, THERE ARE NO UNCERTAIN POSITIONS TAKEN OR EXPECTED TO BE TAKEN THAT WOULD REQUIRE RECOGNITION OF LIABILITY (OR ASSET) OR DISCLOSURE IN THE CONSOLIDATED FINANCIAL STATEMENTS. MERCY CORPS IS SUBJECT TO ROUTINE AUDITS BY TAXING JURISDICTIONS; HOWEVER, THERE ARE CURRENTLY NO IRS AUDITS FOR ANY TAX PERIOD.</p>



**SCHEDULE F  
(Form 990)**

(Rev. January 2025)

Department of the Treasury  
Internal Revenue Service

**Statement of Activities Outside the United States**

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

Attach to Form 990.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**Open to Public  
Inspection**

Name of the organization

MERCY CORPS

Employer identification number

91-1148123

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

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

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1) CENTRAL AMERICA AND THE CARIBBEAN	9	130	PROGRAM SERVICES	(SEE STATEMENT)	7,693,582
(2) EAST ASIA AND THE PACIFIC	8	200	PROGRAM SERVICES	(SEE STATEMENT)	8,069,001
(3) EUROPE (INCLUDING ICELAND AND GREENLAND)	15	162	PROGRAM SERVICES	(SEE STATEMENT)	0
(4) MIDDLE EAST AND NORTH AFRICA	38	542	PROGRAM SERVICES	(SEE STATEMENT)	32,976,502
(5) RUSSIA AND NEIGHBORING STATES	16	239	PROGRAM SERVICES	NURTURE ECONOMIC AND CIVIL SOCIETY DEVELOPMENT AT THE COMMUNITY LEVEL WHILE CHECKING AND/OR REVERSING A SLIDE TOWARD MORE AUTOCRATIC SYSTEM OF BUSINESS AND GOVERNMENT.	28,393,093
(6) SOUTH AMERICA	12	337	PROGRAM SERVICES	(SEE STATEMENT)	16,017,202
(7) SOUTH ASIA	6	527	PROGRAM SERVICES	(SEE STATEMENT)	6,687,066
(8) SUB-SAHARAN AFRICA	96	1,754	PROGRAM SERVICES	(SEE STATEMENT)	98,854,423
(9) CENTRAL AMERICA AND THE CARIBBEAN			INVESTMENTS		392,388
(10) EAST ASIA AND THE PACIFIC			INVESTMENTS		69,425
(11) MIDDLE EAST AND NORTH AFRICA			INVESTMENTS		22,733
(12) RUSSIA AND NEIGHBORING STATES			INVESTMENTS		13,639,739
(13) SOUTH ASIA			INVESTMENTS		212,693
(14) SUB-SAHARAN AFRICA			INVESTMENTS		2,702,228
(15) CENTRAL AMERICA AND THE CARIBBEAN			GRANTMAKING		411,097
(16) EAST ASIA AND THE PACIFIC			GRANTMAKING		4,073,636
(17) SEE PART I SUPPLEMENTAL INFORMATION					
<b>3a Subtotal</b>	200	3,891			220,214,808
<b>b Total from continuation sheets to Part I</b>	0	0			75,187,961
<b>c Totals (add lines 3a and 3b)</b>	200	3,891			295,402,769

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

Cat. No. 50082W

Schedule F (Form 990) (Rev. 1-2025)

Part II

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

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)			(SEE STATEMENT)						
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . .176

3 Enter total number of other organizations or entities . . . . .318

**Part III** **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16.  
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1) CASH TRANSFERS	CENTRAL AMERICA AND THE CARIBBEAN	29,729	1,665,553				
(2) CASH TRANSFERS	EAST ASIA AND THE PACIFIC	95,391	3,325,928				
(3) CASH TRANSFERS	MIDDLE EAST AND NORTH AFRICA	62,471	4,004,331				
(4) CASH FOR WORK	MIDDLE EAST AND NORTH AFRICA	10,492	140,696				
(5) CASH VOUCHERS	MIDDLE EAST AND NORTH AFRICA	9,794	340,833				
(6) CASH TRANSFERS	RUSSIA AND NEIGHBORING STATES	2,516	10,460,757				
(7) CASH TRANSFERS	SOUTH AMERICA	51,656	2,090,233				
(8) CASH TRANSFERS	SOUTH ASIA	12,820	512,562				
(9) CASH FOR WORK	SOUTH ASIA	14,364	266,435				
(10) CASH VOUCHERS	SOUTH ASIA	433	9,615				
(11) CASH TRANSFERS	SUB-SAHARAN AFRICA	370,620	5,901,873				
(12) CASH FOR WORK	SUB-SAHARAN AFRICA	28,167	334,411				
(13) CASH VOUCHERS	SUB-SAHARAN AFRICA	316,775	5,017,666				
(14)							
(15)							
(16)							
(17)							
(18)							

**Part IV Foreign Forms**

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

Schedule F (Form 990) (Rev. 1-2025)

**Part V Supplemental Information**

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

Return Reference - Identifier	Explanation
SCHEDULE F, PART I, LINE 2 - PROCEDURES FOR MONITORING USE OF GRANT FUNDS	SUB-GRANTEES ARE SELECTED EITHER THROUGH A REQUEST FOR APPLICATION PROCESS OR INCLUDED IN PROGRAM PROPOSAL DESIGNED BASED ON THE SUB-GRANTEES TECHNICAL MERITS AND COST CRITERIA INCLUDED IN THE PROGRAM DESCRIPTION. ALL SUB-RECIPIENTS ARE ISSUED A SUB-GRANT AGREEMENT THAT OUTLINES THE APPROVED PROGRAM DESCRIPTION, APPROVED BUDGET, REPORTING REQUIREMENTS, AND RELEVANT REGULATIONS. PRIOR TO ISSUING A SUB-GRANT AGREEMENT, THE FREQUENCY OF FINANCIAL AND PROGRAMMATIC REPORTING AND LEVEL OF SUPPORTING DOCUMENTATION TO SUBMIT IS DETERMINED, DEPENDING ON THE SIZE AND SOPHISTICATION OF THE SUB-GRANT/SUB-RECIPIENT AND THEIR EXPERIENCE WITH PRIME DONOR FUNDING. THE FINANCE DEPARTMENT WILL REVIEW THE FINANCIAL REPORTS AGAINST THE APPROVED BUDGET AND REGULATION TO CONFIRM THAT EXPENDITURES ARE ALLOWABLE. GENERALLY, FOR SMALLER, FIRST-TIME RECIPIENTS, COPIES OR ORIGINALS OF SUPPORTING DOCUMENTATION ARE SUBMITTED AND REVIEWED IN-COUNTRY BY THE FINANCE DEPARTMENT. FOR MID-SIZE SUB-GRANTS FAMILIAR WITH MC AND DONOR REQUIREMENTS, MANAGERS WILL DO PERIODIC SITE VISITS TO AUDIT THE SUPPORTING DOCUMENTS AGAINST THE FINANCIAL REPORTS. FOR LARGER SUB-GRANTS, MOSTLY OTHER US-BASED ORGANIZATIONS, FINANCE MANAGERS REVIEW THEIR A-133 AUDITS AND RETAIN THE RIGHT TO ACCESS THEIR FINANCIAL RECORDS. THE FINANCIAL REPORT MUST THEN BE REVIEWED BY THE DEPARTMENT RESPONSIBLE FOR THE PROGRAMMATIC ASPECTS OF THE SUB-RECIPIENT TO ENSURE THAT THE SUB-RECIPIENT IS PERFORMING THE ACTIVITIES PER THE SUB-GRANT AGREEMENT.
SCHEDULE F, PART I, LINE 3 - METHOD USED TO ACCOUNT FOR EXPENDITURES ON ORG'S FINANCIAL STATEMENTS	CENTRAL AMERICA AND THE CARIBBEAN - ACCRUAL - HELP INDIVIDUALS TO ORGANIZE, RECEIVE SPECIALIZED TRAINING & SERVICES, BECOME AWARE OF MARKET OPPORTUNITIES, AND OVERCOME OTHER DEVELOPMENT CHALLENGES AND OBSTACLES. EMPOWER COMMUNITIES TO CREATE THEIR OWN WEALTH AND USE IT TO ACHIEVE SECURE, JUST AND PRODUCTIVE COMMUNITIES., , EAST ASIA AND THE PACIFIC - ACCRUAL - PILOT, INFORM AND INFLUENCE INNOVATIVE LOCAL SOLUTIONS TO MITIGATE ECONOMIC AND SOCIAL DISPARITY WITH LOCAL PARTNERS. SUPPORT RURAL COMMUNITIES TO MOBILIZE RESOURCES TO MEET THEIR ECONOMIC AND SOCIAL NEEDS., , EUROPE (INCLUDING ICELAND AND GREENLAND) - ACCRUAL - SUPPORT LOCAL INSTITUTIONS (GOVERNMENTAL AND NON-GOVERNMENTAL) CAPACITY TO BETTER SERVE MULTI-ETHNIC COMMUNITIES ECONOMICALLY AND SOCIALLY. PROVIDE PROGRAMS FOCUSED ON INNOVATIVE ECONOMIC DEVELOPMENT, SUSTAINABLE RESOURCE MANAGEMENT AND CITIZEN EMPOWERMENT. MIDDLE EAST AND NORTH AFRICA - ACCRUAL - STRENGTHEN COMMUNITY LEVEL MECHANISMS AND CAPACITY FOR CITIZEN PARTICIPATION IN LOCAL DECISION MAKING, HUMANITARIAN INTERVENTIONS AND SUSTAINABLE DEVELOPMENT. SUPPORT SOCIETY CAPACITY TO RESPOND TO HUMANITARIAN NEEDS AND CONTRIBUTE TO REGIONAL STABILITY AND INCLUSIVE, SUSTAINABLE ECONOMIC GROWTH., , RUSSIA AND NEIGHBORING STATES - ACCRUAL - NURTURE ECONOMIC AND CIVIL SOCIETY DEVELOPMENT AT THE COMMUNITY LEVEL WHILE CHECKING AND/OR REVERSING A SLIDE TOWARD MORE AUTOCRATIC SYSTEM OF BUSINESS AND GOVERNMENT., , SOUTH AMERICA - ACCRUAL - CONSOLIDATE THE ADVANCES THAT HAVE BEEN MADE ATTENDING TO THE NEEDS OF THE DISPLACED POPULATION FOR EMERGENCY HUMANITARIAN ASSISTANCE (1ST PHASE), SOCIO-ECONOMIC STABILIZATION (2ND PHASE) AND EXPAND THESE GAINS TO INCLUDE SUSTAINABLE SOCIO-ECONOMIC DEVELOPMENT (3RD PHASE) IN CURRENT GEOGRAPHICAL AREAS AND NEW PRIORITY REGIONS., , SOUTH ASIA - ACCRUAL - ENABLE COMMUNITIES TO IMPROVE THEIR QUALITY OF LIFE THROUGH STRENGTHENED SUSTAINABLE LIVELIHOODS, IMPROVED PUBLIC HEALTH KNOWLEDGE, ATTITUDES AND BEHAVIOR; INCREASED RESPONSIVE INSTITUTIONS AND IMPROVED ACCESS TO SERVICES., , SUB-SAHARAN AFRICA - ACCRUAL - FACILITATE AND ENHANCE THE ECONOMIC AND SOCIAL REINTEGRATION OF DISPLACED AND RETURNEE POPULATION THROUGH (A) TEACHING BASIC LIVELIHOODS, (B) PROMOTING THE ADOPTION OF ALTERNATIVE LIVELIHOODS IN ZONES WHERE TRADITIONAL SYSTEM ARE NO LONGER VIABLE, AND (C) PROMOTING INTER/INTRA- CLAN/ETHNIC CONFLICT MITIGATION, THE CONTINUING DEVELOPMENT OF A CIVIL SOCIETY, AND STATE BUILDING.
SCHEDULE F, PART II, LINE 1 - METHOD USED TO ACCOUNT FOR EXPENDITURES ON ORG'S FINANCIAL STATEMENTS	CENTRAL AMERICA AND THE CARIBBEAN - ACCRUAL EAST ASIA AND THE PACIFIC - ACCRUAL MIDDLE EAST AND NORTH AFRICA - ACCRUAL RUSSIA AND NEIGHBORING STATES - ACCRUAL SOUTH AMERICA - ACCRUAL SOUTH ASIA - ACCRUAL SUB-SAHARAN AFRICA - ACCRUAL

**Part I****Activities per Region** (continued)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in region	(d) Activities conducted in region (by type) (e.g., fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for and investments in region
(17) MIDDLE EAST AND NORTH AFRICA			GRANTMAKING		9,075,653
(18) RUSSIA AND NEIGHBORING STATES			GRANTMAKING		2,925,485
(19) SOUTH AMERICA			GRANTMAKING		10,215,561
(20) SOUTH ASIA			GRANTMAKING		7,110,315
(21) SUB-SAHARAN AFRICA			GRANTMAKING		45,860,947



**Part II**
**Grants and Other Assistance to Organizations or Entities Outside the United States** (continued)

(a) Name of Organization	(b) IRS code section and EIN	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)		SUB-SAHARAN AFRICA	TO UNLOCK THE POTENTIAL OF 25 YOUNG FEMALE CLIMATE LEADERS TO CONTRIBUTE TO CLIMATE ACTION BY FOSTERING A CADRE OF WELL-EQUIPPED, MOTIVATED, AND CONNECTED CLIMATE CHAMPIONS TO DRIVE IMPACTFUL CLIMATE ACTION WITHIN THEIR COMMUNITIES AND ON THE GLOBAL STAGE.	10,000	EFT/WIRE			
(2)		SUB-SAHARAN AFRICA	TO BOOST THE AVAILABILITY OF FERTILIZER IN THE TARGET AREAS THROUGH A VOUCHER SCHEME WHICH WILL FOCUS ON TARGET FOOD SMALL/MEDIUM SCALE FARMERS IN THE TARGET AREAS WHO REPRESENT THE BACKBONE OF STAPLE CROP PRODUCTION IN SUDAN. THE FERTILIZER VOUCHERS SCHEME WILL MAJORLY TARGET NEW AREAS OF GEDAREF & KASSALA STATES. COUPONS MAY ALSO BE OFFERED IN PREVIOUSLY TARGETED AREAS THAT HAVE BEEN HARD HIT BY THE ONGOING WAR TO ENABLE RECOVERY AND RESILIENCE OF FARMERS AND LOCAL AGENT SYSTEM.	8,379	EFT/WIRE			
(3)		SUB-SAHARAN AFRICA	FOOD ASSISTANCE: CONTRIBUTE TO A REDUCTION IN MORTALITY AND MORBIDITY FOR FOOD INSECURE HOUSEHOLDS THROUGH UNRESTRICTED CASH ASSISTANCE HEALTH: TO IMPROVE IMMEDIATE ACCESS TO	170,599	EFT/WIRE			

(a) Name of Organization	(b) IRS code section and EIN	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			FREE, QUALITY EMERGENCY MEDICAL CARE TO INTERNALLY DISPLACED POPULATIONS AND HOST COMMUNITIES NUTRITION: TO CONTRIBUTE TO A REDUCTION IN MORTALITY AND MORBIDITY BY INCREASING ACCESS, COVERAGE, USE AND QUALITY OF INTEGRATED MANAGEMENT OF ACUTE MALNUTRITION PROTECTION: TO INCREASE INDIVIDUAL AND COMMUNITY LEVELS OF SAFETY AND WELL-BEING THROUGH COMMUNITY BASED PSYCHOSOCIAL SUPPORT INTERVENTION SHELTER & SETTLEMENTS: IMPROVE ACCESS TO EMERGENCY SHELTER FOR NEWLY DISPLACED POPULATIONS WASH: IMPROVE ACCESS TO EMERGENCY WASH SERVICES FOR CONFLICT AFFECTED POPULATIONS					
(4)		SUB-SAHARAN AFRICA	INTERVENTIONS AND PROGRAMMING THAT STRENGTHEN FOOD SECURITY.	746,031	EFT/WIRE			
(5)		SOUTH ASIA	BUILD THE CONFIDENCE OF STAKEHOLDERS TO USE FORECASTING SYSTEMS FOR AA FOR CLIMATE- INDUCED FLOODS, BUILD COMMUNITIES' CAPACITY TO ANTICIPATE AND COPE WITH DISASTERS, AND INCREASE THE SUBNATIONAL GOVERNMENTS' AWARENESS FOR INVESTMENT AND USE OF AA AS AN EFFECTIVE MECHANISM TO SUPPORT THE RESILIENCE OF COMMUNITIES.	49,364	EFT/WIRE			
(6)		EAST ASIA AND	IMPROVED	288,318	EFT/WIRE			

(a) Name of Organization	(b) IRS code section and EIN	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		THE PACIFIC	RURAL INCOMES, ENHANCED FOOD SECURITY AND IMPROVED LIVELIHOODS OF IRRIGATED SMALLHOLDER FARMERS AS A RESULT OF ACCESSING AGRICULTURAL INFORMATION AND FINANCIAL SERVICES THROUGH ICT PLATFORM					
(7)		MIDDLE EAST AND NORTH AFRICA	TO STRENGTHEN THE CAPACITY OF FOUR SYRIAN NGOS TO CONTINUE DELIVERING QUALITY WASH AND FOOD ASSISTANCE IN NES AND IMPROVE HUMANITARIAN RESPONSES AND COORDINATION ACROSS WOS.	765,054	EFT/WIRE			
(8)		MIDDLE EAST AND NORTH AFRICA	VULNERABLE, CRISIS-AFFECTED COMMUNITIES IN NES ARE RESILIENT TO THE SHORT TERM IMPACTS OF THE ONGOING ECONOMIC CRISIS, AND ARE ABLE TO MEET THEIR BASIC FOOD AND NON-FOOD NEEDS, AND CONFLICT-AFFECTED COMMUNITIES IN NWS ARE ABLE TO MEET THEIR BASIC WASH NEEDS, AS WELL AS IMPROVE HUMANITARIAN RESPONSES AND COORDINATION ACROSS WOS, WHILE THE CAPACITY OF LOCAL SYRIAN ORGANIZATIONS THROUGHOUT SYRIA IS STRENGTHENED TO PLAN AND DELIVER SIMILAR QUALITY HUMANITARIAN ASSISTANCE.	1,102,959	EFT/WIRE			
(9)		SUB-SAHARAN AFRICA	ACCELERATED ECONOMIC DEVELOPMENT FOR MARGINALIZED GROUPS IN THE TARGET AREAS OF SOMALIA BY INCREASING INDIVIDUAL, HOUSEHOLD, BUSINESS,	348,500	EFT/WIRE			

(a) Name of Organization	(b) IRS code section and EIN	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			COMMUNITY, AND SYSTEM-WIDE RESILIENCE THROUGH RURAL AND URBAN LIVELIHOOD DIVERSIFICATION AND PROMOTING INCLUSIVE ECONOMIC MARKET SYSTEMS TO COMBAT REAL AND PERCEIVED GRIEVANCES THAT CONTRIBUTE TO VIOLENT EXTREMISM AND CONFLICT.					
(10)		RUSSIA AND NEIGHBORING STATES	ADVANCE INCLUSIVE ECONOMIC GROWTH THROUGH DEMOCRATIZING DIGITAL TRANSFORMATION AND ONLINE SAFETY FOR WOMEN IN BUSINESS.	165,977	EFT/WIRE			
(11)		SOUTH AMERICA	ADVANCE THE FUTURE OF VENEZUELAN REFUGEES AND COLOMBIANS THROUGH COLLABORATIVE PROGRAMMING THAT BUILDS LOCAL CAPACITY TO INCREASE ACCESS TO CRITICAL LEGAL, PROTECTION, HEALTH AND PSYCHOSOCIAL SERVICES, EMPLOYMENT OPPORTUNITIES AND LIVELIHOODS OPPORTUNITIES.	103,680	EFT/WIRE			
(12)		SOUTH AMERICA	ADVANCE THE FUTURE OF VENEZUELAN REFUGEES AND COLOMBIANS THROUGH COLLABORATIVE PROGRAMMING THAT INCREASES ACCESS TO CRITICAL LEGAL, PROTECTION, HEALTH, AND PSYCHOSOCIAL SERVICES, AS WELL AS LIVELIHOODS AND FINANCIAL INCLUSION OPPORTUNITIES.	1,088,463	EFT/WIRE			
(13)		SOUTH ASIA	BUILD CAPACITY OF LOCAL GOVERNMENTS AND SCHOOLS TO SELF-PROCURE FOODS AND ENSURE	618,044	EFT/WIRE			

(a) Name of Organization	(b) IRS code section and EIN	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			PROVISION OF DIVERSIFIED AND NUTRITIOUS MEALS IN AN APPROPRIATE AND SUSTAINABLE MANNER.					
(14)		SUB-SAHARAN AFRICA	BUILD RESILIENCE AND PREVENT OR REDUCE VIOLENT EXTREMISM, ITS GOAL IS TO EQUIP VULNERABLE YOUNG WOMEN AND MEN IN NIGER WITH TECHNICAL AND LIFE SKILLS, NETWORKS, AND CAPITAL FOR INCREASED STRATEGIC ECONOMIC OPPORTUNITIES.	39,616	EFT/WIRE			
(15)		SUB-SAHARAN AFRICA	BUILD RESILIENCE AND PREVENT OR REDUCE VIOLENT EXTREMISM, ITS GOAL IS TO EQUIP VULNERABLE YOUNG WOMEN AND MEN IN NIGER WITH TECHNICAL AND LIFE SKILLS, NETWORKS, AND CAPITAL FOR INCREASED STRATEGIC ECONOMIC OPPORTUNITIES.	235,181	EFT/WIRE			
(16)		SOUTH AMERICA	BUILDING A VIBRANT RURAL ECONOMY BY ADVANCING LICIT LIVELIHOODS, EXPANDING LAND PROPERTY RIGHTS, AND STRENGTHENING PRODUCER ASSOCIATIONS TO ENSURE SUSTAINABLE ACCESS TO MARKETS IN TIBU, SARDINATA, AND EL TARRA, NORTE DE SANTANDER.	465,676	EFT/WIRE			
(17)		SUB-SAHARAN AFRICA	BUILDING COMMUNITY CAPACITY FOR IMPLEMENTATION OF SCIENTIFICALLY SOUND, CONSISTENTLY APPLIED SOIL COLLECTION METHODS, INTEGRATING THE LANDSCAPE AND SOILS KNOWLEDGE OF FARMERS WITH	24,722	EFT/WIRE			

(a) Name of Organization	(b) IRS code section and EIN	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			MODERN SOIL MAPPING AND TESTING PROCESSES, AND SUPPORTING SUSTAINABLE MARKET MODELS TO INCREASE FARMERS ACCESS TO ACCURATE NEAR REAL TIME SOIL TESTING INFORMATION.					
(18)		SUB-SAHARAN AFRICA	CONDUCT YOUTH PROGRAMMING IN MAURITANIA THAT CONTRIBUTES TO BUILDING THE CAPACITY OF YOUTH IN ORDER TO BUILD THEIR ASSETS, AGENCY, CONTRIBUTION AND RESILIENCE THROUGH A YOUTH-INCLUSIVE APPROACH.	88,575	EFT/WIRE			
(19)		MIDDLE EAST AND NORTH AFRICA	CONTINUATION OF ITS EMERGENCY RESPONSE WORK IN LEBANON TO MEET THE BASIC NEEDS OF IDP AND HOST HOUSEHOLDS.	439,157	EFT/WIRE			
(20)		MIDDLE EAST AND NORTH AFRICA	CONTINUATION OF THE DISTRIBUTION OF CORE RELIEF ITEMS AND A NEW CASH FOR WORK COMPONENT FOR EARLY RECOVERY.	66,979	EFT/WIRE			
(21)		EAST ASIA AND THE PACIFIC	CONTINUING WASH ACTIVITIES IN NW AND SE MYANMAR.	1,040,047	EFT/WIRE			
(22)		SUB-SAHARAN AFRICA	CONTRIBUTE TO IMPROVING THE LIVING CONDITIONS OF POPULATIONS AFFECTED BY FOOD AND NUTRITION CRISES THROUGH EMERGENCY MULTI-SECTORAL ASSISTANCE IN FOOD SECURITY AND CHILD PROTECTION IN THE COMMUNES OF TAHOUA AND KALFOU, IN THE TAHOUA DEPARTMENT.	11,925	EFT/WIRE			
(23)		SOUTH ASIA	CONTRIBUTE TOWARDS ADDRESSING THE PRIORITIZED BUT	12,730	EFT/WIRE			



(a) Name of Organization	(b) IRS code section and EIN	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			UNMET, AND OFTEN OVERLOOKED NEEDS IN THE AFFECTED AREAS. KEY ACTIVITIES: •TOILET CONSTRUCTION AND INSTALLATION OF HAND WASHING STATIONS. •RESTORATION OF WATER SUPPLY SYSTEM THROUGH CFW SCHEMES •MPCA: PROVIDE CASH SUPPORT THROUGH CVA •SHELTER TOP UP SUPPORT: PROVIDING WEATHER-FRIENDLY MATERIALS AND CONSTRUCTION ASSISTANCE TO FAMILIES LIVING IN TEMPORARY SHELTERS. •NUTRITIONAL TOP-UP: SUPPORT AND PROVIDE SUPPLEMENTAL NUTRITIONAL PACKAGES TO VULNERABLE POPULATIONS TO ADDRESS NUTRITIONAL DEFICIENCIES AND SUPPORT OVERALL HEALTH AND WELL-BEING.					
(24)		SUB-SAHARAN AFRICA	CREATE YOUTH-FRIENDLY CENTERS IN SCHOOLS - TWENTY YOUTH-FRIENDLY CENTERS WILL BE CREATED WITHIN THE SCHOOL PREMISES	57,691	EFT/WIRE			
(25)		SUB-SAHARAN AFRICA	CONTRIBUTE DIRECTLY TO REFUGEE LIVELIHOODS THROUGH JOBTECH AND TO BUILD THE ECOSYSTEM AROUND THE SECTOR	233,044	EFT/WIRE			
(26)		SUB-SAHARAN AFRICA	DELIVERING RESILIENT ENTERPRISES AND MARKET SYSTEMS FOR REFUGEES IN ETHIOPIA.	49,054	EFT/WIRE			
(27)		SUB-SAHARAN AFRICA	DELIVERING RESILIENT ENTERPRISES AND MARKET SYSTEMS FOR REFUGEES.	433,905	EFT/WIRE			

(a) Name of Organization	(b) IRS code section and EIN	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(28)		SUB-SAHARAN AFRICA	DEVELOP MARKET SYSTEMS IN A CAMP-BASED FORMAT DUE TO THE INABILITY TO NATURALIZE BURUNDIAN REFUGEES.	380,112	EFT/WIRE			
(29)		SUB-SAHARAN AFRICA	DEVELOPMENT FOOD SECURITY ACTIVITY PROGRAM FOR RESILIENT SYSTEMS.	4,636,691	EFT/WIRE			
(30)		EAST ASIA AND THE PACIFIC	EMERGENCY ASSISTANCE TO DISPLACED POPULATIONS.	18,729	EFT/WIRE			
(31)		SUB-SAHARAN AFRICA	EMPOWERING RURAL GROWTH THROUGH COMMUNITY ELECTRICITY COOPERATIVES	17,500	EFT/WIRE			
(32)		SUB-SAHARAN AFRICA	ENABLE INDIVIDUALS AND COMMUNITIES TO ENGAGE IN STRONG AND SUSTAINABLE MARKET SYSTEM.	421,523	EFT/WIRE			
(33)		SOUTH AMERICA	ENHANCE THE LIVELIHOODS AND LIVING CONDITIONS OF RURAL FARMING FAMILIES BY ADDRESSING THE INTEGRAL NEEDS OF THOSE IN COCA-PRODUCING ZONES IN CAUCA.	5,328,376	EFT/WIRE			
(34)		MIDDLE EAST AND NORTH AFRICA	ENSURE MARGINALIZED GROUPS - PARTICULARLY WOMEN - IN TARGET COMMUNITIES HAVE BETTER ACCESS TO, AND INCREASED PARTICIPATION IN, LOCAL AND NATIONAL INTEGRATED PROCESSES PROMOTING PEACEFUL AND EFFECTIVE WATER RESOURCE MANAGEMENT IN YEMEN.	300,020	EFT/WIRE			
(35)		EAST ASIA AND THE PACIFIC	ESTABLISH AND PILOT A SCALABLE AA FRAMEWORK FOR MYANMAR THAT ENHANCES RESILIENCE TO CLIMATE SHOCKS AND SERVES AS A MODEL FOR OTHER GOVERNMENT LIMITED CONTEXTS.	10,000	EFT/WIRE			

(a) Name of Organization	(b) IRS code section and EIN	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(36)		MIDDLE EAST AND NORTH AFRICA	FACILITATE SUB-GRANT FUNDING TO LOCAL CSOS WHOSE MANDATES AND ACTIVITIES SEEK TO IMPROVE THE HUMAN RIGHTS LANDSCAPE IN IRAQ, WITH MERCY CORPS PROVIDING TECHNICAL AND ORGANIZATIONAL CAPACITY TRAINING AND MENTORSHIP.	70,721	EFT/WIRE			
(37)		CENTRAL AMERICA AND THE CARIBBEAN	FOCUS ON YOUTH PARTICIPATION IN PEACEBUILDING AND CONFLICT PREVENTION/MA NAGEMENT, WITH AN OVERALL OBJECTIVE OF REDUCING AGRARIAN, SOCIAL AND ENVIRONMENTAL CONFLICTS IN A PEACEFUL MANNER, WHILE PROMOTING THE LEADERSHIP OF EXCLUDED YOUTH IN THE POLOCHIC VALLEY.	1,292,894	EFT/WIRE			
(38)		SUB-SAHARAN AFRICA	FOOD, NUTRITION AND ECONOMIC SECURITY (FNES) IS SUSTAINABLY IMPROVED AMONG VULNERABLE HOUSEHOLDS.	1,809,611	EFT/WIRE			
(39)		SUB-SAHARAN AFRICA	GLOBAL ECOSYSTEM-BUILDING INITIATIVE THAT SEEKS TO ACCELERATE THE SUCCESS OF AGTECHS WORKING TO TRANSFORM AGRICULTURAL MARKETS IN THE GLOBAL SOUTH.	624,690	EFT/WIRE			
(40)		MIDDLE EAST AND NORTH AFRICA	IMPLEMENTING PEACEBUILDING, RECONCILIATION, AND PREVENTION OF VIOLENT EXTREMISM PROGRAMMING WITH WOMEN AND MEN FROM A DIVERSITY OF IDENTITIES AND COMMUNITIES, WYPRI WILL ULTIMATELY SEEK TO STRENGTHEN SOCIAL COHESION WITHIN AND BETWEEN	206,087	EFT/WIRE			

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			DIVERSE COMMUNITIES AND IDENTITY GROUPS IN SINJAR AND AL HAMDNIYA DISTRICTS, NINEWA GOVERNORATE, IRAQ					
(41)		RUSSIA AND NEIGHBORING STATES	IMPROVE LITERACY OUTCOMES AND HEALTH AND NUTRITION PRACTICES OF SCHOOL AGED CHILDREN.	246,427	EFT/WIRE			
(42)		RUSSIA AND NEIGHBORING STATES	IMPROVE LITERACY, INCREASE STUDENT ATTENDANCE, AND IMPROVE THE HEALTH AND NUTRITION OF UZBEK PRESCHOOL CHILDREN.	120,766	EFT/WIRE			
(43)		SUB-SAHARAN AFRICA	IMPROVE LIVELIHOODS, ECONOMIC OPPORTUNITIES AND FOOD SECURITY FOR REFUGEES AND HOST COMMUNITIES', IMPACTING 16,000 HOUSEHOLDS AND IMPROVING THE LIVES OF 88,000 INDIVIDUALS.	9,744	EFT/WIRE			
(44)		SUB-SAHARAN AFRICA	IMPROVE LIVELIHOODS, ECONOMIC OPPORTUNITIES AND FOOD SECURITY FOR REFUGEES AND HOST COMMUNITIES', IMPACTING 16,000 HOUSEHOLDS AND IMPROVING THE LIVES OF 88,000 INDIVIDUALS.	51,165	EFT/WIRE			
(45)		EAST ASIA AND THE PACIFIC	IMPROVE THE HEALTH AND ECONOMIC RESILIENCE OF 3,300 WOMEN IN COFFEE-GROWING COMMUNITIES IN WEST JAVA, INDONESIA	173,878	EFT/WIRE			
(46)		EAST ASIA AND THE PACIFIC	IMPROVED WORKFORCE AND EMPLOYMENT READINESS THROUGH TECHNOLOGICAL DIGITAL LITERACY AND POST SALES SERVICES	114,277	EFT/WIRE			

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			SKILLS.					
(47)		CENTRAL AMERICA AND THE CARIBBEAN	IMPROVING FOOD SECURITY AND RESILIENCE OF VULNERABLE HOUSEHOLDS IN THE DEPARTMENTS OF WEST, NIPPES, GRANDE-ANSE BY SUPPORTING THEM TO MEET THEIR URGENT FOOD SECURITY NEEDS, IMPROVE THEIR LIVELIHOODS, RECOVER FROM AND RESPOND TO CLIMATIC AND SOCIO-POLITICAL SHOCKS AND STRESSORS.	351,688	EFT/WIRE			
(48)		MIDDLE EAST AND NORTH AFRICA	INCLUSIVE WATER, SANITATION, AND HYGIENE ASSISTANCE FOR VULNERABLE AND DISPLACED POPULATIONS.	580,359	EFT/WIRE			
(49)		SOUTH ASIA	INCORPORATE TECHNOLOGY IN FINDING AND REPORTING MORE TUBERCULOSIS (TB) CASES, TB PATIENT FOLLOW-UP, AND TREATMENT ADHERENCE IN THE PRIVATE SECTOR THROUGH DIGITALIZATION.	258,802	EFT/WIRE			
(50)		RUSSIA AND NEIGHBORING STATES	INDIVIDUAL DONOR FUND TO SUPPORT LOCAL CSOS IN UKRAINE, POLAND, ROMANIA AND MOLDOVA TO SUPPORT REFUGEES AND IDPS FLEEING THE CONFLICT IN UKRAINE.	275,396	EFT/WIRE			
(51)		RUSSIA AND NEIGHBORING STATES	INDIVIDUAL DONOR FUND TO SUPPORT LOCAL CSOS IN UKRAINE, POLAND, ROMANIA AND MOLDOVA TO SUPPORT REFUGEES AND IDPS FLEEING THE CONFLICT IN UKRAINE.	540,607	EFT/WIRE			
(52)		RUSSIA AND NEIGHBORING STATES	INDIVIDUAL DONOR FUND TO SUPPORT LOCAL CSOS IN UKRAINE, POLAND, ROMANIA AND	629,505	EFT/WIRE			

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			MOLDOVA TO SUPPORT REFUGEES AND IDPS FLEEING THE CONFLICT IN UKRAINE.					
(53)		MIDDLE EAST AND NORTH AFRICA	INFORMAL LIVELIHOODS ADVANCEMENT ACTIVITY.	2,843,516	EFT/WIRE			
(54)		MIDDLE EAST AND NORTH AFRICA	INTEGRATED AND LOCALIZED COMMUNITY-BASED RESPONSE TO MEET THE MOST URGENT NEEDS OF DISPLACED FAMILIES, AS WELL AS TO ALLEVIATE THE BURDEN OF HOST FAMILIES WHO ARE ALREADY UNDER STRESS FROM THE PROLONGED ECONOMIC CRISES.	112,000	EFT/WIRE			
(55)		EAST ASIA AND THE PACIFIC	INVESTING IN HUMAN CAPITAL FOR DISASTER MANAGEMENT IN INDONESIA.	808,226	EFT/WIRE			
(56)		EAST ASIA AND THE PACIFIC	LEVERAGING TECHNOLOGY TO IMPROVE HEALTH, FINANCIAL LITERACY, AND BUSINESS DEVELOPMENT FOR WOMEN IN COFFEE COMMUNITIES IN INDONESIA.	265,663	EFT/WIRE			
(57)		EAST ASIA AND THE PACIFIC	MANAGING RISKS THROUGH ECONOMIC DEVELOPMENT.	591,402	EFT/WIRE			
(58)		SOUTH ASIA	MANAGING RISKS THROUGH ECONOMIC DEVELOPMENT.	198,727	EFT/WIRE			
(59)		EAST ASIA AND THE PACIFIC	MANAGING RISKS THROUGH ECONOMIC DEVELOPMENT.	15,605	EFT/WIRE			
(60)		SUB-SAHARAN AFRICA	MAXIMIZE DEVELOPMENT OUTCOMES IN AREAS AFFECTED BY RECURRENT, PROTRACTED AND CHRONIC SHOCKS AND STRESSES.	90,000	EFT/WIRE			
(61)		MIDDLE EAST AND NORTH AFRICA	PEACEBUILDING THROUGH AN INCLUSIVE SOCIAL ACTION MODEL.	522,529	EFT/WIRE			
(62)		RUSSIA AND NEIGHBORING STATES	PREVENT AND RESPOND TO GENDER-BASED VIOLENCE AND THE OVERLAP	222,646	EFT/WIRE			



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			WITH VIOLENT EXTREMISM IN THEIR LOCAL COMMUNITIES, COUNTRIES, AND THE SOUTH CAUCASUS REGION.					
(63)		SUB-SAHARAN AFRICA	PREVENTING AND COUNTERING VIOLENT EXTREMISM INTO WIDER SECTORS AND ENCOURAGING INVESTMENT IN ACTIONS THAT HAVE BEEN EVIDENCED AS EFFECTIVE IN REDUCING RISKS OF RADICALIZATION AND RECRUITMENT.	401,390	EFT/WIRE			
(64)		SUB-SAHARAN AFRICA	PROGRAM FOR THE DEVELOPMENT OF EASTERN CONGO.	1,993,600	EFT/WIRE			
(65)		SUB-SAHARAN AFRICA	PROMOTE PEACE AND SOCIAL COHESION BETWEEN REFUGEE AND HOST COMMUNITIES AND FOSTER MUTUALLY BENEFICIAL INTERACTIONS THROUGH ECONOMIC OPPORTUNITIES, IMPROVED LIVELIHOODS, AND STRENGTHENED COMMUNITY-LED GOVERNANCE STRUCTURES.	9,830	EFT/WIRE			
(66)		CENTRAL AMERICA AND THE CARIBBEAN	PROMOTE THE TRANSITION FROM CONVENTIONAL AGRICULTURE TO A REGENERATIVE AGRICULTURE SYSTEM THAT WILL ARTICULATE RELATIONSHIPS BETWEEN PRODUCERS AND MULTIPLE STAKEHOLDERS, ULTIMATELY PROVIDING SOLUTIONS THAT PROMOTE RESILIENT AGRICULTURE, ACCESS TO NATIONAL AND EXPORT MARKETS, CONTRIBUTE TO AGRICULTURAL RESEARCH TO SHOW PRODUCTIVITY	164,613	EFT/WIRE			

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			RELATIONSHIPS THROUGH THE USE OF ORGANIC PRODUCTS AND THE IMPLEMENTATION OF A MODEL THAT GENERATES COMMUNITY INVESTMENT OPPORTUNITIES TO IMPROVE THE LIVELIHOODS AND WELL-BEING OF PRODUCERS AND THEIR FAMILIES.					
(67)		MIDDLE EAST AND NORTH AFRICA	PROMOTING THE VOICE AND LEADERSHIP OF WOMEN.	1,419,934	EFT/WIRE			
(68)		MIDDLE EAST AND NORTH AFRICA	PROVIDE ACCESS TO INCLUSIVE AND QUALITY EDUCATION TO CHILDREN ENROLLED IN EARLY CHILDHOOD CARE AND DEVELOPMENT, PRIMARY (FORMAL AND NON-FORMAL SETTINGS), AND SECONDARY EDUCATION.	3,913,246	EFT/WIRE			
(69)		SOUTH ASIA	PROVIDE STRATEGIC ASSISTANCE FOR HUMANITARIAN AID AND RECOVERY ACTIONS (SAHARA) TO THOSE AFFECTED BY THE SEPTEMBER FLOOD IN ROSHI MUNICIPALITY.	14,477	EFT/WIRE			
(70)		RUSSIA AND NEIGHBORING STATES	RECOVER AND PROTECT LIVELIHOODS, INCREASE ECONOMIC STABILITY AND SELF-SUFFICIENCY, AND FACILITATE EARLY RECOVERY FOR SMALLHOLDER SUBSISTENCE FARMERS AND SMALL AND MEDIUM-SIZED FARMING ENTERPRISES IN TARGETED AREAS IN UKRAINE.	22,779,304	EFT/WIRE			
(71)		EAST ASIA AND THE PACIFIC	REDUCE VULNERABILITY TO CLIMATE SHOCKS AND SUPPORT DISASTER-PRONE COMMUNITIES IN CREATING A	34,681	EFT/WIRE			

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			SELF-SUSTAINING CULTURE OF READINESS AND RECOVERY BY FOSTERING AN ENABLING ENVIRONMENT SUPPORTED BY LOCALLY LED INITIATIVES AND MULTI-SECTOR PARTNERSHIPS.					
(72)		SOUTH ASIA	REDUCE VULNERABILITY TO CLIMATE SHOCKS AND SUPPORT DISASTER-PRONE COMMUNITIES IN CREATING A SELF-SUSTAINING CULTURE OF READINESS AND RECOVERY BY FOSTERING AN ENABLING ENVIRONMENT SUPPORTED BY LOCALLY LED INITIATIVES AND MULTI-SECTOR PARTNERSHIPS.	436,414	EFT/WIRE			
(73)		SUB-SAHARAN AFRICA	RESILIENCE IN PASTORAL AREAS.	353,522	EFT/WIRE			
(74)		SUB-SAHARAN AFRICA	STRENGTHEN CIVIC ENGAGEMENT AND INCLUSION OF YOUTH IN PEACEBUILDING PROCESSES (EXPANDING CIVIC SPACE FOR YOUTH INCLUSION).	521,347	EFT/WIRE			
(75)		SOUTH AMERICA	STRENGTHEN THE EMPLOYMENT ECOSYSTEM FOR REFUGEE AND MARGINALIZED YOUTH.	102,241	EFT/WIRE			
(76)		SUB-SAHARAN AFRICA	STRENGTHEN THE INDIVIDUAL AND COLLECTIVE CAPACITY OF WOMEN'S PEACEBUILDING CIVIL SOCIETY ORGANIZATIONS TO ADVANCE GENDER TRANSFORMATIVE SOLUTIONS FOR PEACE.	802,801	EFT/WIRE			
(77)		SUB-SAHARAN AFRICA	STRENGTHENED RESILIENCE AMONG VULNERABLE HOUSEHOLDS IN ETHIOPIA'S HIGHLANDS THROUGH INCREASED PUBLIC AND PRIVATE INVESTMENTS,	909,027	EFT/WIRE			

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			RESULTING IN 120,000 PSNP HOUSEHOLDS REACHING THE GRADUATION THRESHOLD					
(78)		EAST ASIA AND THE PACIFIC	SUPPORT CYCLONE-AFFECTED HOUSEHOLDS IN NORTHWEST BURMA TO MEET THEIR BASIC NEEDS AND BETTER COPE WITH CRISIS RELATED SHOCKS.	9,517	EFT/WIRE			
(79)		SUB-SAHARAN AFRICA	SUPPORT FOR LOCAL INITIATIVES TO PROMOTE PEACE.	23,979	EFT/WIRE			
(80)		SUB-SAHARAN AFRICA	SUPPORT FOR LOCAL INITIATIVES TO PROMOTE PEACE.	16,294	EFT/WIRE			
(81)		SUB-SAHARAN AFRICA	SUPPORT INCLUSIVE BUNDLED DIGITAL FARMER SERVICES INCLUDING CLIMATE-SMART SERVICES, FINANCIAL SERVICES, INSURANCE AND MARKET LINKAGES FOR SMALLHOLDERS, PARTICULARLY WOMEN.	531,004	EFT/WIRE			
(82)		MIDDLE EAST AND NORTH AFRICA	SUPPORT VULNERABLE AND CRISIS-AFFECTED HHS IN THE GAZA STRIP MEET AND PRIORITIZE THEIR URGENT AND BASIC HUMANITARIAN NEEDS AND REDUCE THE USE OF NEGATIVE COPING STRATEGIES.	808,636	EFT/WIRE			
(83)		SUB-SAHARAN AFRICA	SUPPORT YOUNG WOMEN AND ADOLESCENTS WITH ENHANCING THEIR SKILLS THROUGH EDUCATIONAL OPPORTUNITIES, EMPLOYMENT ENGAGEMENT AS A PATHWAY TO BUILDING RESILIENCE, AND FOSTERING BETTER LIVELIHOODS	190,988	EFT/WIRE			
(84)		SOUTH ASIA	THE PROGRAM AIMS TO CONTRIBUTE TOWARDS ENDING TB IN	6,156,899	EFT/WIRE			

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			PAKISTAN BY ENGAGING PRIVATE SECTOR PROVIDERS, ADDRESSING HIV, MALARIA, AND TB.					
(85)		SUB-SAHARAN AFRICA	THE PROGRAM AIMS TO ENABLE VULNERABLE RURAL COMMUNITIES/POPULATIONS IN SOMALIA INCLUDING THOSE IN HARD TO REACH LOCATIONS TO IMPROVE THEIR RESILIENCE CAPACITIES THROUGH IMPROVED FOOD/WATER SECURITY AND ECONOMIC OPPORTUNITIES.	16,654,128	EFT/WIRE			
(86)		MIDDLE EAST AND NORTH AFRICA	THE PROJECT WILL INCREASE RESILIENCE CAPACITIES AMONG FAMILIES AND COMMUNITIES IMPACTED BY CONFLICT AND VIOLENCE THROUGH CREATION OF AND PARTICIPATION IN INCLUSIVE EARLY CHILDHOOD DEVELOPMENT AND EDUCATION (EDC/E) OPPORTUNITIES.	40,000	EFT/WIRE			
(87)		SUB-SAHARAN AFRICA	THROUGH OUR RESILIENCE DESIGN IN SMALLHOLDER FARMING SYSTEMS APPROACH (RD APPROACH), WE HELP MALE AND FEMALE SMALLHOLDER FARMERS LAY THE ECOLOGICAL FOUNDATIONS TO IMPROVE SOIL HEALTH AND WATER MANAGEMENT, INCREASE CROP, LIVESTOCK AND NUTRITION DIVERSITY AND REDUCE RELIANCE ON EXPENSIVE INPUTS.	97,147	EFT/WIRE			
(88)		SUB-SAHARAN AFRICA	TO CONSOLIDATE THE GAINS MADE IN ADOLESCENT EMPOWERMENT AND HEALTHY COMMUNITIES ACHIEVED THROUGH	75,280	EFT/WIRE			

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			PREVIOUS INTERVENTIONS WHILE ALSO ACCELERATING SOCIAL CHANGE THROUGH A STRONGER ENABLING ENVIRONMENT THAT ALLOWS US TO ENSURE THAT ADOLESCENTS ACCESS OPPORTUNITIES, SERVICES AND SUPPORT TO ACHIEVE THEIR POTENTIAL AND LIVE HEALTHIER LIVES					
(89)		SUB-SAHARAN AFRICA	TO DEEPEN ITS FOCUS ON CLIMATE ADAPTATION AND RESILIENCE BY ACTIVELY INVESTING IN, SUPPORTING, AND PARTNERING WITH SEED AND EARLY-STAGE COMPANIES WITH TECH-ENABLED CLIMATE SOLUTIONS.	154,837	EFT/WIRE			
(90)		SUB-SAHARAN AFRICA	TO DEMONSTRABLY IMPROVE THE WELL-BEING OF CONFLICT-AFFECTED POPULATIONS BY PROVIDING LIFE-SAVING WASH SERVICES TO BOTH IDPS AND VULNERABLE HOST COMMUNITIES.	81,471	EFT/WIRE			
(91)		EAST ASIA AND THE PACIFIC	TO ENCOURAGE WOMEN-LED SMALL BUSINESSES' ECONOMIC EMPOWERMENT THROUGH FINANCIAL INCLUSION.	29,638	EFT/WIRE			
(92)		SUB-SAHARAN AFRICA	TO ENHANCE LIVELIHOODS AND ECONOMIC STABILITY OF FARMERS IN GOG AND DIMA WOREDAS BY INCREASING AGRICULTURAL PRODUCTIVITY, EXPANDING FINANCIAL INCLUSION, AND BUILDING THE CAPACITY OF KEY STAKEHOLDERS.	212,477	EFT/WIRE			
(93)		EAST ASIA AND THE PACIFIC	TO IMPROVE FOOD AND NUTRITION SECURITY FOR	43,591	EFT/WIRE			

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			SMALL CROP PRODUCERS IN RAKHINE STATE BY STRENGTHENING LOCAL FOOD PRODUCTION SYSTEMS.					
(94)		SUB-SAHARAN AFRICA	TO MEET LIMITED, BASIC HUMANITARIAN NEEDS AND SUPPORT RURAL AND SEMI-RURAL LIVELIHOODS IN OUAKA PREFECTURE, CENTRAL AFRICAN REPUBLIC.	1,399,460	EFT/WIRE			
(95)		MIDDLE EAST AND NORTH AFRICA	TO POSITION WOMEN AGRICULTURAL PRODUCERS AND AGRIpreneurs IN BASRA GOVERNORATE AS LEADERS IN CLIMATE-RESILIENCE THROUGH A FOCUS ON INCLUSIVE MARKET AND INFORMATION ACCESS, TECHNICAL CAPACITY DEVELOPMENT, SUSTAINABLE FINANCING, AND COLLECTIVE ADVOCACY.	14,797	EFT/WIRE			
(96)		SUB-SAHARAN AFRICA	ADDRESSING CRITICAL NEEDS THROUGH THE DELIVERY OF MULTI-SECTORAL EMERGENCY ASSISTANCE TO POPULATIONS AFFECTED BY CONFLICT, DISPLACEMENT, NATURAL HAZARDS, AND EPIDEMIC OUTBREAKS WITH A FOCUS ON HARD-TO-REACH AREAS IN SUDAN.	15,948,276	EFT/WIRE			
(97)		SUB-SAHARAN AFRICA	TO PROVIDE INTEGRATED MULTISECTOR ASSISTANCE IN ZONE 2 OF AFAR, WITH A MARKET-BASED PARTICIPATORY ENGAGEMENT APPROACH WITH AFFECTED COMMUNITIES AND REGIONAL COUNTERPARTS, AIMED AT ADDRESSING PROTECTION, AGRICULTURE, WASH,	135,230	EFT/WIRE			

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			EDUCATION IN EMERGENCIES AND CASH.					
(98)		MIDDLE EAST AND NORTH AFRICA	TO PROVIDE MULTI-SECTOR ASSISTANCE TO POPULATIONS DISPLACED BY CONFLICT IN LEBANON.	544,459	EFT/WIRE			
(99)		SUB-SAHARAN AFRICA	TO SCALE-UP AND DEEPEN EFFORTS TO BUILD EQUITY AND STRENGTHEN ADOLESCENT GIRLS' RESILIENCE AMONG COMMUNITIES.	15,831	EFT/WIRE			
(100)		SUB-SAHARAN AFRICA	TO SUPPORT AND ACCELERATE LOW-INCOME WOMEN'S PARTICIPATION IN THE EMERGING DIGITAL ECONOMY IN ETHIOPIA, WORKING TO ADDRESS THE DIGITAL DIVIDE EARLY AS GSM NETWORKS AND MOBILE MONEY ARE LAUNCHED IN THIS COUNTRY.	1,700,000	EFT/WIRE			
(101)		MIDDLE EAST AND NORTH AFRICA	TRANSFORM VULNERABLE YOUTH INTO PRODUCTIVE, CONTRIBUTING CITIZENS WHO ARE CONNECTED TO THEIR COMMUNITIES.	1,237,624	EFT/WIRE			
(102)		SUB-SAHARAN AFRICA	TRANSITIONING HOUSEHOLDS TO RESILIENCE FROM VULNERABILITY.	58,809	EFT/WIRE			



SCHEDULE G
(Form 990)

(Rev. January 2025)
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

Name of the organization: MERCY CORPS
Employer identification number: 91-1148123

Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17.
Form 990-EZ filers are not required to complete this part.

- 1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.
a [x] Mail solicitations
b [x] Internet and email solicitations
c [x] Phone solicitations
d [x] In-person solicitations
e [x] Solicitation of nongovernment grants
f [x] Solicitation of government grants
g [ ] Special fundraising events
2a Did the organization have a written or oral agreement with any individual... [x] Yes [ ] No
b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements...

Table with 6 main columns: (i) Name and address of individual or entity (fundraiser), (ii) Activity, (iii) Did fundraiser have custody or control of contributions?, (iv) Gross receipts from activity, (v) Amount paid to (or retained by) fundraiser listed in col. (i), (vi) Amount paid to (or retained by) organization. Includes entries for FUSE FUNDRAISING GROUP, BLUE STATE DIGITAL, and SD&A TELESERVICES.

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.
AL, AK, AR, CA, CO, CT, DC, FL, GA, HI, IL, KS, KY, LA, ME, MD, MA, MI, MN, MS, NV, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, TN, UT, VA, WA, WV, WI

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

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

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

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	<b>1</b> Gross revenue . . . . .				
Direct Expenses	<b>2</b> Cash prizes . . . . .				
	<b>3</b> Noncash prizes . . . . .				
	<b>4</b> Rent/facility costs . . . . .				
	<b>5</b> Other direct expenses . . . . .				
	<b>6</b> Volunteer labor . . . . .	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
	<b>7</b> Direct expense summary. Add lines 2 through 5 in column (d) . . . . .				
	<b>8</b> Net gaming income summary. Subtract line 7 from line 1, column (d) . . . . .				

**9** Enter the state(s) in which the organization conducts gaming activities: \_\_\_\_\_

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

**b** If "No," explain: \_\_\_\_\_

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

**b** If "Yes," explain: \_\_\_\_\_

- |           |  |                              |                             |
|-----------|--|------------------------------|-----------------------------|
| <b>11</b> | Does the organization conduct gaming activities with nonmembers?   | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| <b>12</b> | 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? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| <b>13</b> | Indicate the percentage of gaming activity conducted in:   |                              |                             |
| <b>a</b>  | The organization's facility  | <b>13a</b>                   | %                           |
| <b>b</b>  | An outside facility  | <b>13b</b>                   | %                           |
| <b>14</b> | Enter the name and address of the person who prepares the organization's gaming/special events books and records:                                      |                              |                             |

Name \_\_\_\_\_

Address \_\_\_\_\_

- 15a** Does the organization have a contract with a third party from whom the organization receives gaming revenue? . . . . . ☐ Yes ☐ No
- b** If "Yes," enter the amount of gaming revenue received by the organization \$ \_\_\_\_\_ and the amount of gaming revenue retained by the third party \$ \_\_\_\_\_
- c** If "Yes," enter name and address of the third party: \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

- 16** Gaming manager information:

Name \_\_\_\_\_

Gaming manager compensation \$

Description of services provided	Quantity	Unit	Rate	Total
			</	

- ☐ Director/officer      ☐ Employee      ☐ Independent contractor

- 17** Mandatory distributions:
- a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? . . . . . ☐ Yes ☐ No
- b** Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year . . . . . \$

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

SCHEDULE I
(Form 990)

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

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

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

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

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization: MERCY CORPS
Employer identification number: 91-1148123

Part I General Information on Grants and Assistance

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

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) (SEE STATEMENT)	66-0406990	501(C)(3)	10,000				(SEE STATEMENT)
(2) (SEE STATEMENT)	N/A	501(C)(3)	10,000				(SEE STATEMENT)
(3) COMITÉ SOCIAL Y CULTURAL DAGUAO PO BOX 200, NAGUABO, PR 00718-0200	66-0608512	501(C)(3)	10,000				(SEE STATEMENT)
(4) COMUNIDAD CORCOVADA RR 4 BOX 16013, ANASCO, PR 00610	66-0619165	501(C)(3)	10,000				(SEE STATEMENT)
(5) (SEE STATEMENT)	66-0921071	501(C)(3)	10,000				(SEE STATEMENT)
(6) FUNDACION BUCARABON PO BOX 243, MARICAO, PR 00606	66-0910567	501(C)(3)	6,500				(SEE STATEMENT)
(7) (SEE STATEMENT)	66-0846764	501(C)(3)	10,000				(SEE STATEMENT)
(8) TENEDOR SOCIAL BUZON 5008 BO DAGUAO, NAGUABO, PR 00718	66-0950267	501(C)(3)	10,000				(SEE STATEMENT)
(9) WAVES AHEAD 1149 AVE AMERICO MIRANDA, SAN JUAN, PR 00921	66-0886812	501(C)(3)	10,000				(SEE STATEMENT)
(10) (SEE STATEMENT)	66-0480131	501(C)(3)	10,000				(SEE STATEMENT)
(11) (SEE STATEMENT)	66-0887374	501(C)(3)	10,000				(SEE STATEMENT)
(12)							

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 11
3 Enter total number of other organizations listed in the line 1 table 0

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
1					
2					
3					
4					
5					
6					
7					

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

(SEE STATEMENT)

# Part IV

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

Return Reference - Identifier	Explanation
SCHEDULE I, PART I, LINE 2 - PROCEDURES FOR MONITORING USE OF GRANT FUNDS	SELECTION CRITERIA FOR SUB-GRANTEES VARY DEPENDING ON THE PROGRAMS. AN APPLICATION PROCESS IS PART OF THE PROGRAM DESIGN THAT THE DONOR HAS AGREED TO IN THE PROGRAM PROPOSAL OR WE HAVE AGREED TO AS THE ADMINISTRATOR OF THE PROGRAMS. SUB-GRANTEES ARE SELECTED BASED ON TECHNICAL MERITS, SOCIAL METRICS AND COST CRITERIA INCLUDED IN THE PROGRAM DESCRIPTION, APPROVED BUDGET, REPORTING REQUIREMENTS AND RELEVANT REGULATIONS. SUB-GRANTEES THAT ARE ACCEPTED INTO THE PROGRAMS AGREE TO USE GRANTS TO SUPPORT THE PURPOSE OF THE PROGRAM. REGULAR DONOR REPORTS ARE MADE TO SHOW DISTRIBUTED FUNDS ARE MEETING THE PURPOSE OF THE PROGRAM AND PROVIDING THE DESIRED OUTCOMES.
(1) SCHEDULE I, PART II, COLUMN A - NAME AND ADDRESS OF ORGANIZATION OR GOVERNMENT	ASOCIACION PRO JUVENTUD Y COMUNIDAD BARRIO PALMAS DE CATANO (APJ) CALLE CUCHARILLAS BARRIO PALMAS, CATANO, PR 00962
(2) SCHEDULE I, PART II, COLUMN A - NAME AND ADDRESS OF ORGANIZATION OR GOVERNMENT	CENTRO DE MICROEMPRESAS Y TECNOLOGIAS AGRICOLAS SUSTENTABLES DE YAUCO INC. (CMTAS) PO BOX 475, YAUCO, PR 00698
(5) SCHEDULE I, PART II, COLUMN A - NAME AND ADDRESS OF ORGANIZATION OR GOVERNMENT	FLOR DE LOTO CALLE ATOCHA ESQUINA VICTORIA 89, PONCE, PR 00730
(7) SCHEDULE I, PART II, COLUMN A - NAME AND ADDRESS OF ORGANIZATION OR GOVERNMENT	GUARDARRAYA UNIDOS POR UN PATRIMONIO EDUCATIVO INCORPORADO (GUPE) PO BOX 471, PATILLAS, PR 00723
(10) SCHEDULE I, PART II, COLUMN A - NAME AND ADDRESS OF ORGANIZATION OR GOVERNMENT	ST. CROIX FOUNDATION FOR COMMUNITY DEVELOPMENT PO BOX 1128, CHRISTIANSTED, VI 00821
(11) SCHEDULE I, PART II, COLUMN A - NAME AND ADDRESS OF ORGANIZATION OR GOVERNMENT	LOVE CITY STRONG INC. 5000 ESTATE ENIGHED PMB 435, ST JOHN, VI 00830-0000
SCHEDULE I, PART II, COLUMN H - PURPOSE OF GRANT OR ASSISTANCE	ASOCIACION PRO JUVENTUD Y COMUNIDAD BARRIO PALMAS DE CATANO (APJ): DISASTER RISK REDUCTION FOR RESILIENCE HUBS SMALL GRANT PROGRAM
SCHEDULE I, PART II, COLUMN H - PURPOSE OF GRANT OR ASSISTANCE	CENTRO DE MICROEMPRESAS Y TECNOLOGIAS AGRICOLAS SUSTENTABLES DE YAUCO INC. (CMTAS): DISASTER RISK REDUCTION FOR RESILIENCE HUBS SMALL GRANT PROGRAM
SCHEDULE I, PART II, COLUMN H - PURPOSE OF GRANT OR ASSISTANCE	COMITÉ SOCIAL Y CULTURAL DAGUAO: DISASTER RISK REDUCTION FOR RESILIENCE HUBS SMALL GRANT PROGRAM
SCHEDULE I, PART II, COLUMN H - PURPOSE OF GRANT OR ASSISTANCE	COMUNIDAD CORCOVADA: DISASTER RISK REDUCTION FOR RESILIENCE HUBS SMALL GRANT PROGRAM
SCHEDULE I, PART II, COLUMN H - PURPOSE OF GRANT OR ASSISTANCE	FLOR DE LOTO: DISASTER RISK REDUCTION FOR RESILIENCE HUBS SMALL GRANT PROGRAM
SCHEDULE I, PART II, COLUMN H - PURPOSE OF GRANT OR ASSISTANCE	FUNDACION BUCARABON: DISASTER RISK REDUCTION FOR RESILIENCE HUBS SMALL GRANT PROGRAM
SCHEDULE I, PART II, COLUMN H - PURPOSE OF GRANT OR ASSISTANCE	GUARDARRAYA UNIDOS POR UN PATRIMONIO EDUCATIVO INCORPORADO (GUPE): DISASTER RISK REDUCTION FOR RESILIENCE HUBS SMALL GRANT PROGRAM
SCHEDULE I, PART II, COLUMN H - PURPOSE OF GRANT OR ASSISTANCE	TENEDOR SOCIAL: DISASTER RISK REDUCTION FOR RESILIENCE HUBS SMALL GRANT PROGRAM
SCHEDULE I, PART II, COLUMN H - PURPOSE OF GRANT OR ASSISTANCE	WAVES AHEAD: DISASTER RISK REDUCTION FOR RESILIENCE HUBS SMALL GRANT PROGRAM
SCHEDULE I, PART II, COLUMN H - PURPOSE OF GRANT OR ASSISTANCE	ST. CROIX FOUNDATION FOR COMMUNITY DEVELOPMENT: DISASTER RISK REDUCTION FOR RESILIENCE HUBS SMALL GRANT PROGRAM
SCHEDULE I, PART II, COLUMN H - PURPOSE OF GRANT OR ASSISTANCE	LOVE CITY STRONG INC.: DISASTER RISK REDUCTION FOR RESILIENCE HUBS SMALL GRANT PROGRAM

**SCHEDULE J  
(Form 990)**

(Rev. January 2025)

Department of the Treasury  
Internal Revenue Service

Name of the organization

MERCY CORPS

**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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**Open to Public  
Inspection**

Employer identification number

91-1148123

**Part I Questions Regarding Compensation**

	Yes	No
<b>1a</b> 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. <div><input type="checkbox"/> First-class or charter travel <input checked="" type="checkbox"/> Travel for companions <input checked="" type="checkbox"/> Tax indemnification and gross-up payments <input type="checkbox"/> Discretionary spending account</div> <div><input checked="" type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (such as maid, chauffeur, chef)</div>		
<b>b</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 . . . . .	<input checked="" type="checkbox"/>	
<b>2</b> 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? . . . . .	<input checked="" type="checkbox"/>	
<b>3</b> 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. <div><input checked="" type="checkbox"/> Compensation committee <input checked="" type="checkbox"/> Independent compensation consultant <input type="checkbox"/> Form 990 of other organizations</div> <div><input type="checkbox"/> Written employment contract <input checked="" type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Approval by the board or compensation committee</div>		
<b>4</b> 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: <b>a</b> Receive a severance payment or change-of-control payment? . . . . . <b>b</b> Participate in or receive payment from a supplemental nonqualified retirement plan? . . . . . <b>c</b> Participate in or receive payment from an equity-based compensation arrangement? . . . . . If "Yes" to any of lines 4a–c, list the persons and provide the applicable amounts for each item in Part III.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
<b>Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5–9.</b>		
<b>5</b> 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: <b>a</b> The organization? . . . . . <b>b</b> Any related organization? . . . . . If "Yes" on line 5a or 5b, describe in Part III.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
<b>6</b> 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: <b>a</b> The organization? . . . . . <b>b</b> Any related organization? . . . . . If "Yes" on line 6a or 6b, describe in Part III.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
<b>7</b> For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III . . . . .		<input checked="" type="checkbox"/>
<b>8</b> 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 . . . . .		<input checked="" type="checkbox"/>
<b>9</b> If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? . . . . .		

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)–(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
<b>1</b>	TJADA D'OYEN MCKENNA CHIEF EXECUTIVE OFFICER	(i) 552,492	(ii) 0	(iii) 810	20,700	27,630	601,632	0
		0	0	0	0	0	0	0
<b>2</b>	JENNIFER SIME CHIEF OPERATING OFFICER	(i) 351,462	(ii) 0	(iii) 1,528	20,700	9,231	382,921	0
		0	0	0	0	0	0	0
<b>3</b>	CHAD SNELGAR CHIEF FINANCIAL & ADMINISTRATIVE OFFICER, CORPORATE TREASURER (FROM 12/24)	(i) 338,982	(ii) 0	(iii) 10,296	20,700	9,231	379,209	0
		0	0	0	0	0	0	0
<b>4</b>	ALEXA ALBA HOLMES GENERAL COUNSEL, CORPORATE SECRETARY (FROM 12/24)	(i) 290,751	(ii) 0	(iii) 779	18,053	27,631	337,214	0
		0	0	0	0	0	0	0
<b>5</b>	MARY STATA CHIEF DEVELOPMENT OFFICER	(i) 275,245	(ii) 0	(iii) 5,782	17,730	27,631	326,388	0
		0	0	0	0	0	0	0
<b>6</b>	KIMBERLY KEATING CHIEF PEOPLE OFFICER	(i) 297,366	(ii) 10,000	(iii) 1,789	0	16,071	325,226	0
		0	0	0	0	0	0	0
<b>7</b>	ALLISON ANN HUGGINS DEPUTY REG DIR, PGRM - EAST & SOUTHERN AFRICA	(i) 166,548	(ii) 0	(iii) 138,382	10,089	9,060	324,079	0
		0	0	0	0	0	0	0
<b>8</b>	PETER LEWIS CHIEF MARKETING & COMMUNICATIONS OFFICER	(i) 263,726	(ii) 0	(iii) 1,127	15,824	27,930	308,607	0
		0	0	0	0	0	0	0
<b>9</b>	STEVE LINICK CHIEF ETHICS & COMPLIANCE OFFICER	(i) 285,811	(ii) 0	(iii) 2,603	17,239	0	305,653	0
		0	0	0	0	0	0	0
<b>10</b>	KATHERINE PHILLIPS-BARRASSO VICE PRESIDENT - POLICY AND ADVOCACY	(i) 237,507	(ii) 0	(iii) 1,303	15,157	27,630	281,597	0
		0	0	0	0	0	0	0
<b>11</b>	JONATHAN SCOTT ONDER CHIEF INVESTMENT OFFICER	(i) 231,378	(ii) 0	(iii) 1,723	14,297	27,630	275,028	0
		0	0	0	0	0	0	0
<b>12</b>	WHITNEY LAINE ELMER VICE PRESIDENT - EMERGENCY RESPONSE	(i) 183,941	(ii) 0	(iii) 56,234	11,463	17,949	269,587	0
		0	0	0	0	0	0	0
<b>13</b>	NDUBISI ANYANWU COUNTRY DIRECTOR	(i) 139,782	(ii) 0	(iii) 106,466	8,515	9,060	263,823	0
		0	0	0	0	0	0	0
<b>14</b>	MICHAEL RADCLIFFE COUNTRY DIRECTOR	(i) 142,179	(ii) 0	(iii) 99,657	8,627	9,588	260,051	0
		0	0	0	0	0	0	0
<b>15</b>	SHANNON MARIE ALEXANDER SWEET VICE PRESIDENT - GLOBAL PROGRAM SUPPORT	(i) 216,636	(ii) 0	(iii) 1,919	13,605	27,630	259,790	0
		0	0	0	0	0	0	0
<b>16</b>	SEE NEXT PAGE	(i)						
		(ii)						



**Part II**
**Officers, Directors, Trustees, Key Employees and Highest Compensated Employees** (continued)

(a) Name		(b) Breakdown of W-2 and/or 1099-MISC compensation			(c) Retirement and other deferred compensation	(d) Nontaxable benefits	(e) Total of columns (b)(i)-(d)	(f) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(16) CARMEN LAURA JAQUEZ DIR OF EVIDENCE & LRN, RESILIENT DRYLAND PROD	(i)	103,936	0	140,467	6,156	9,060	259,619	0
	(ii)	0	0	0	0	0	0	0
(17) JOSHUA TAYLOR DEWALD VICE PRESIDENT - EVIDENCE AND LEARNING	(i)	216,277	0	477	13,391	27,630	257,775	0
	(ii)	0	0	0	0	0	0	0
(18) SANJAY GURUNG VICE PRESIDENT -TECHNICAL RESOURCES & QUALITY	(i)	208,006	0	710	12,619	9,231	230,566	0
	(ii)	0	0	0	0	0	0	0
(19) JEREMY SNYDER VICE PRESIDENT, HIGH IMPACT PHILANTHROPY	(i)	173,729	0	955	11,139	27,630	213,453	0
	(ii)	0	0	0	0	0	0	0
(20) SONIA DELMAN ASSOCIATE GENERAL COUNSEL, ASSISTANT CORPORATE SECRETARY (FROM 12/24)	(i)	168,677	0	730	10,279	27,630	207,316	0
	(ii)	0	0	0	0	0	0	0
(21) ANDREW JOSEPH MORGAN DEPUTY GENERAL COUNSEL, ASSISTANT CORPORATE SECRETARY (FROM 12/24)	(i)	174,118	0	153	10,657	9,231	194,159	0
	(ii)	0	0	0	0	0	0	0
(22) SASHA DAVIS ASSISTANT CORPORATE SECRETARY	(i)	122,044	0	849	7,934	29,357	160,184	0
	(ii)	0	0	0	0	0	0	0

### 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.

Return Reference - Identifier	Explanation
SCHEDULE J, PART I, LINE 1A - TRAVEL FOR COMPANIONS	EXPATRIATE EMPLOYEES IN ELIGIBLE ROLES AND LOCATIONS ARE PROVIDED RELOCATION TRAVEL AND ANNUAL HOME LEAVE TRAVEL BENEFITS FOR THEM AND THEIR DEPENDENTS. THIS IS TREATED AS TAXABLE COMPENSATION.
SCHEDULE J, PART I, LINE 1A - TAX INDEMNIFICATION AND GROSS-UP PAYMENTS	THE FOLLOWING INDIVIDUALS RECEIVED TAX INDEMNIFICATION PAYMENTS THAT WERE INCLUDED IN TAXABLE WAGES: A. HUGGINS, C. JAQUEZ
SCHEDULE J, PART I, LINE 1A - HOUSING ALLOWANCE OR RESIDENCE FOR PERSONAL USE	PER POLICY, EXPATS LIVING OVERSEAS ARE PROVIDED HOUSING ALLOWANCE AND TAX INDEMNIFICATION AS TAXABLE COMPENSATION. HOUSING ALLOWANCE FOR RESIDENCE FOR PERSONAL USE: N. ANYANWU, A. HUGGINS, C. JAQUEZ, W. ELMER, M. RADCLIFFE

SCHEDULE M  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Noncash Contributions

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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

2024

Open to Public  
Inspection

Name of the organization

MERCY CORPS

Employer identification number

91-1148123

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art . . . . .				
2 Art—Historical treasures . . . . .				
3 Art—Fractional interests . . . . .				
4 Books and publications . . . . .				
5 Clothing and household goods . . . . .				
6 Cars and other vehicles . . . . .				
7 Boats and planes . . . . .				
8 Intellectual property . . . . .				
9 Securities—Publicly traded . . . . .	✓	122	1,198,887	MARKET VALUE
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 . . . . .	✓	891	2,129,999	SELLING COST
20 Drugs and medical supplies . . . . .				
21 Taxidermy . . . . .				
22 Historical artifacts . . . . .				
23 Scientific specimens . . . . .				
24 Archeological artifacts . . . . .				
25 Other ( (SEE STATEMENT) ) . . . . .				
26 Other ( ) . . . . .				
27 Other ( ) . . . . .				
28 Other ( ) . . . . .				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement . . . . . 29 0

	Yes	No
30a During the year, did the organization receive by contribution any property reported on Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period? . . . . .		✓
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions? . . . . .	✓	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? . . . . .	✓	
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

## Part I

## Types of Property (continued)

Property Type	(a) Check If Applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
COMPUTER SOFTWARE	✓	100	510,655	MARKET VALUE
TRAINING	✓	24	88,200	MARKET VALUE
CRYPTO CURRENCY	✓	6	100,684	MARKET VALUE

## Part II

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

Return Reference - Identifier	Explanation
SCHEDULE M, PART I - EXPLANATIONS OF REPORTING METHOD FOR NUMBER OF CONTRIBUTIONS	<p>SECURITIES - PUBLICLY TRADED - COMBINATION OF BOTH METHODS</p> <p>FOOD INVENTORY - NUMBER OF ITEMS RECEIVED</p> <p>OTHER - COMPUTER SOFTWARE NUMBER OF ITEMS RECEIVED</p> <p>OTHER - TRAINING NUMBER OF ITEMS RECEIVED</p> <p>OTHER - CRYPTO CURRENCY COMBINATION OF BOTH METHODS</p>
SCHEDULE M, PART I, LINE 32B - THIRD PARTIES USED TO SOLICIT, PROCESS, OR SELL NONCASH CONTRIBUTIONS	<p>MERCY CORPS USES A THIRD PARTY TO HANDLE SOME OF ITS CRYPTO DONATIONS. MERCY CORPS HAS PLACED A WIDGET ON OUR WEBSITE AND WE ALSO APPEAR AS A DONATION OPTION ON THEIR WEBSITE. THE THIRD-PARTY ACCEPTS AND LIQUIDATES THE CRYPTO ON OUR BEHALF, PASSING THE USD PROCEEDS TO OUR BANK ACCOUNT.</p>

**SCHEDULE O  
(Form 990)**

(Rev. January 2025)

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](http://www.irs.gov/Form990) for instructions and the latest information.**

OMB No. 1545-0047

**Open to Public  
Inspection**

Name of the organization

Mercy Corps

Employer identification number

91-1148123

Return Reference - Identifier	Explanation
FORM 990, PART III, LINE 4D - DESCRIPTION OF OTHER PROGRAM SERVICES	(EXPENSES \$30,389,913 INCLUDING GRANTS OF \$15,895,784)(REVENUE \$29,250)  HUMANITARIAN ASSISTANCE - RECOVERY: MERCY CORPS SUPPORTS COMMUNITIES - AND THE MOST MARGINALIZED WITHIN THEM - TO EMERGE FROM CRISIS AND BUILD TOWARDS A MORE INCLUSIVE, RESILIENT FUTURE. DURING AND IN THE AFTERMATH OF CONFLICT AND CLIMATE-DRIVEN CRISES, MERCY CORPS WORKS TO HELP PEOPLE RECOVER, THRIVE AND BUILD RESILIENCE, ENHANCING THE CAPACITIES OF PEOPLE, MARKETS, AND INSTITUTIONS TO HANDLE SHOCKS, REDUCE RISK, BUILD MORE EQUITABLE AND RESPONSIVE SYSTEMS, AND IMPROVE WELLBEING. IN THE CONTEXT OF POST-CRISIS RECOVERY, WE FOCUS ON SYSTEMS-LEVEL CHANGE AIMED AT STRENGTHENING LOCAL GOVERNANCE, ECONOMIC, ECOLOGICAL, AND SOCIAL SYSTEMS THAT COMMUNITIES RELY ON.
FORM 990, PART III, LINE 4D - DESCRIPTION OF OTHER PROGRAM SERVICES	(EXPENSES \$28,154,687 INCLUDING GRANTS OF \$14,726,624)(REVENUE \$27,099)  HEALTH - WATER AND FOOD SECURITY: IN THE MIDST OF CONFLICT AND CLIMATE CHANGE, BOTH OF WHICH POSE SIGNIFICANT RISKS TO HEALTH, MERCY CORPS WORKS TO IMPROVE HEALTH OUTCOMES BY ENSURING ACCESS TO SAFE AND NUTRITIOUS FOOD AND CLEAN AND SAFE WATER. MERCY CORPS MEETS URGENT FOOD NEEDS WHILE ALSO BUILDING MORE INCLUSIVE AND RESILIENT FOOD SYSTEMS, MINIMIZING THE IMPACTS OF FOOD CRISES ON HOUSEHOLDS, PREVENTING THE DESTABILIZATION OF FOOD SYSTEMS DURING CONFLICT AND NATURAL DISASTERS, AND INCREASING THE RESILIENCE OF FOOD SYSTEMS TO CLIMATE CHANGE. THIS YEAR, MERCY CORPS REACHED NEARLY 17 MILLION PEOPLE ACROSS OVER 100 PROGRAMS WORKING TO IMPROVE FOOD SECURITY IN 37 COUNTRIES.  MERCY CORPS WORKS TO ENSURE PEOPLE HAVE EQUITABLE AND SUSTAINED ACCESS TO CLEAN AND SAFE WATER AS CLIMATE CHANGE, POOR WATER GOVERNANCE, INADEQUATE WATER MANAGEMENT AND INEQUITABLE CONTROL OF RESOURCES DEEPEN WATER INSECURITY. WHETHER RESPONDING TO IMMEDIATE WATER AND SANITATION NEEDS IN AN EMERGENCY BY PROVIDING ACCESS TO LIFESAVING WATER, SANITATION AND HYGIENE SERVICES, OR OVERSEEING LARGE-SCALE WATER INFRASTRUCTURE PROJECTS AND FOSTERING EQUITABLE AND INCLUSIVE WATER GOVERNANCE PROCESSES, MERCY CORPS STRENGTHENS THE CAPACITY OF COMMUNITIES AND THE WATER SYSTEMS THEY RELY ON. THIS YEAR, MERCY CORPS REACHED OVER 8 MILLION PEOPLE ACROSS 71 PROGRAMS ADVANCING WATER SECURITY IN 29 COUNTRIES.
FORM 990, PART V, LINE 4B - FOREIGN COUNTRIES	CG, TT, ET, GG, GT, HA, IZ, IS, JO, KZ, KE, KG, LE, LI, ML, MR, NP, NG, NI, PK, PL, RQ, SG, SO, SU, OD, TZ, UG, UP, UZ, YM, ZI
FORM 990, PART VI, LINE 6 - CLASSES OF MEMBERS OR STOCKHOLDERS	MERCY CORPS IS A MEMBER ORGANIZATION WITH A CLOSED SET OF MEMBERS SHARED WITH MERCY CORPS EUROPE AND MERCY CORPS NETHERLANDS AND SEEKS TO OPERATE AS A SINGLE ORGANIZATION CONSISTENT WITH THEIR RESPECTIVE GOVERNING LAWS, DOCUMENTS, AND MAJOR DONOR REQUIREMENTS.
FORM 990, PART VI, LINE 7A - MEMBERS OR STOCKHOLDERS ELECTING MEMBERS OF GOVERNING BODY	AS A MEMBER ORGANIZATION, NEW DIRECTORS WILL BE VOTED IN BY CURRENT MEMBERS OF THE JOINT GOVERNING BOARD DURING AN ANNUAL MEMBER MEETING.
FORM 990, PART VI, LINE 7B - DECISIONS REQUIRING APPROVAL BY MEMBERS OR STOCKHOLDERS	UNDER THE GOVERNANCE AGREEMENT THE MEMBERS HAVE A SUPER MAJORITY VOTE REQUIREMENT FOR REMOVAL OF A DIRECTOR, MERGER OR ACQUISITION, OR DISSOLUTION.
FORM 990, PART VI, LINE 11B - REVIEW OF FORM 990 BY GOVERNING BODY	THE PROCESS FOR APPROVING THE FORM 990 IS AS FOLLOWS: THE CHIEF FINANCE & ADMINISTRATIVE OFFICER (CFAO) WILL REVIEW THE FORM 990 TO BE PRESENTED TO THE AUDIT COMMITTEE. THE AUDIT COMMITTEE WILL VOTE ON A RESOLUTION APPROVING OR DISAPPROVING THE FORM 990. AFTER THE AUDIT COMMITTEE APPROVES THE 990, THE 990 IS EMAILED TO ALL VOTING MEMBERS OF THE BOARD OF DIRECTORS. THE APPROVED FORM 990 WILL BE SIGNED BY THE CFAO AND SUBMITTED TO THE IRS. AT THE REGULARLY SCHEDULED BOARD OF DIRECTORS MEETING FOLLOWING THE SUBMISSION, THE AUDIT COMMITTEE, THE CEO OR THE CFAO PRESENTS THE HIGHLIGHTS OF THE 990 TO THE BOARD AND THE BOARD VOTES ON A RESOLUTION RATIFYING THE AUDIT COMMITTEE'S APPROVAL OF THE 990. IF ISSUES ARE IDENTIFIED AT ANY POINT, THE 990 IS SENT BACK TO THE PREVIOUS STEP TO ENSURE THE ISSUES ARE RESOLVED AND APPROPRIATE CHANGES ARE MADE. FOR EXAMPLE, IF THE AUDIT COMMITTEE FINDS AN UNRESOLVED ISSUE DURING ITS REVIEW, THE AUDIT COMMITTEE WILL REQUEST THAT THE CFAO RESOLVE THE ISSUE BEFORE THE AUDIT COMMITTEE WILL VOTE ON A RESOLUTION APPROVING THE 990.

**SCHEDULE O  
(Form 990)**

(Rev. January 2025)

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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**Open to Public  
Inspection**

Name of the organization

Mercy Corps

Employer identification number

91-1148123

Return Reference - Identifier	Explanation										
FORM 990, PART VI, LINE 12C - CONFLICT OF INTEREST POLICY	MERCY CORPS DISTRIBUTES A CONFLICT OF INTEREST QUESTIONNAIRE (COI) TO ALL OFFICERS, DIRECTORS, OR TRUSTEES, AND KEY EMPLOYEES OF MERCY CORPS ON AN ANNUAL BASIS AND REQUIRES A SIGNED DECLARATION TO DECLARE CONFLICTS AND COMPLY WITH THE CONFLICT OF INTEREST POLICY. DIRECTOR DISCLOSURES ARE REVIEWED BY THE LEGAL DEPARTMENT TO IDENTIFY ANY CONFLICTS OF INTEREST. IF A CONFLICT OF INTEREST IS IDENTIFIED, THE GENERAL COUNSEL IS NOTIFIED AND REPORTED TO THE GLOBAL CONTROLLER AND THE BOARD AUDIT AND RISK COMMITTEE AS MAY BE REQUIRED AND APPROPRIATE. DURING THE YEAR, THE BOARD DIRECTORS ARE REQUIRED TO RECUSE THEMSELVES FROM DECISION WHERE THEY HAVE A CONFLICT. MERCY CORPS' ETHICS AND COMPLIANCE DEPARTMENT REVIEWS DISCLOSURES BY EMPLOYEES FOR COMPLIANCE WITH THE CONFLICT OF INTEREST POLICY.										
FORM 990, PART VI, LINE 15A - PROCESS TO ESTABLISH COMPENSATION OF TOP MANAGEMENT OFFICIAL	MERCY CORPS COMPENSATION PRACTICES ARE INTENDED TO BE EQUITABLE, FAIR, COMPETITIVE AND REASONABLE. OFFICER COMPENSATION IS DETERMINED BASED ON HUMAN RESOURCE ASSESSMENT GATHERED FROM OBJECTIVE COMPARISON OF COMPENSATION PAID FOR SIMILAR POSITIONS BY OTHER NON-PROFITS OF SIMILAR SIZE COMPILED ON A REGULAR BASIS WHICH IS REVIEWED BY THE COMPENSATION COMMITTEE AND RECOMMENDED FOR BOARD APPROVAL ANNUALLY IN JUNE. THE BOARD REVIEWS THE ASSESSMENT TO DETERMINE REASONABLENESS WITHIN THE MARKET AND APPROVES THE COMPENSATION FOR THE CEO. THE BOARD, PER THE RECOMMENDATION OF THE COMPENSATION COMMITTEE, ALSO PROVIDES A RANGE TO THE CEO FOR OTHER OFFICER AND KEY EMPLOYEE COMPENSATION ON AN ANNUAL BASIS. THE HUMAN RESOURCES TEAM PROVIDES BENCHMARKING INFORMATION AGAINST SIMILAR ORGANIZATIONS IN THE SECTOR. MERCY CORPS ENGAGES INDEPENDENT EXPERTS ON A REGULAR BASIS TO REVIEW THE SALARY BENCHMARKING TO THE INDUSTRY.										
FORM 990, PART VI, LINE 15B - PROCESS TO ESTABLISH COMPENSATION OF OTHER OFFICERS OR KEY EMPLOYEES	SEE NARRATIVE FOR LINE 15A.										
FORM 990, PART VI, LINE 17 - STATES WITH WHICH A COPY OF THIS FORM 990 IS REQUIRED TO BE FILED	CT, FL, GA, HI, IL, KS, KY, MA, MD, MI, MN, MS, NC, ND, NH, NJ, NM, NY, OR, PA, RI, SC, TN, UT, VA, WA, WI, WV										
FORM 990, PART VI, LINE 19 - REQUIRED DOCUMENTS AVAILABLE TO THE PUBLIC	UPON REQUEST, MERCY CORPS WILL PROVIDE A COPY OF ITS GOVERNANCE DOCUMENTS, CONFLICT OF INTEREST POLICY, AND AUDITED FINANCIAL STATEMENTS. AUDITED FINANCIAL STATEMENTS AND MERCY CORPS CONFLICT OF INTEREST POLICY ARE AVAILABLE ON OUR WEBSITE.										
FORM 990, PART XI, LINE 9 - OTHER CHANGES IN NET ASSETS OR FUND BALANCES	<table><thead><tr><th>(a) Description</th><th>(b) Amount</th></tr></thead><tbody><tr><td>ELIMINATE NET ASSETS ON CONSOLIDATION OF SUBSIDIARIES</td><td>- 3,484,863</td></tr><tr><td>CGA CHANGE IN VALUE</td><td>- 10,673</td></tr><tr><td>CURRENCY REMEASUREMENT</td><td>- 1,138,564</td></tr><tr><td><b>TOTAL</b></td><td><b>- 4,634,100</b></td></tr></tbody></table>	(a) Description	(b) Amount	ELIMINATE NET ASSETS ON CONSOLIDATION OF SUBSIDIARIES	- 3,484,863	CGA CHANGE IN VALUE	- 10,673	CURRENCY REMEASUREMENT	- 1,138,564	<b>TOTAL</b>	<b>- 4,634,100</b>
(a) Description	(b) Amount										
ELIMINATE NET ASSETS ON CONSOLIDATION OF SUBSIDIARIES	- 3,484,863										
CGA CHANGE IN VALUE	- 10,673										
CURRENCY REMEASUREMENT	- 1,138,564										
<b>TOTAL</b>	<b>- 4,634,100</b>										
SCHEDULE F, PART II, LINE 1 - GRANTS & OTHER ASSISTANCE TO ORGANIZATIONS OR ENTITIES OUTSIDE THE US	THE INFORMATION ON LINE 1 IS SUMMARIZED BY BOTH PURPOSE AND REGION, WHEREAS THE COUNTS ON LINES 2 AND 3 INCLUDE TOTAL NUMBER OF GRANTEES.										

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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047  
  
Open to Public  
Inspection

Employer identification number  
91-1148123

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

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) MERCY CORPS DEVELOPMENT HOLDINGS LLC (45-4481022) 1209 ORANGE STREET, WILMINGTON , DE 19801	HOLDING CO.	DE	171,292	8,239,093	MERCY CORPS
(2) MERCY CORPS NIGERIA LTD/GTE 7TH FLOOR NIGERIA REINSURANCE BLDG, 784A HERBERT MACAULAY WY, ABUJA, NORTH CDB, NI	HUMANITARIAN ASSISTANCE	NIGERIA	0	566,503	MERCY CORPS
(3) CIT SERVICES (82-2362222) 45 SW ANKENY ST, PORTLAND, OR 97204	HOLDING CO.	OR	0	0	MERCY CORPS
(4) MERCY CORPS KENYA THE ALMONT PARK, 3RD FLOOR CHURCH R, OFF WAIYAKI WAY, WESTLANDS, NAIROBI, KE	HUMANITARIAN ASSISTANCE	KENYA	0	1,397,504	MERCY CORPS
(5) MERCY CORPS PUERTO RICO TRIPLE S PLAZA, 1510 AVE FD, ROOSEVELT SUITE 6A, GUYANABO, PR 00968	HUMANITARIAN ASSISTANCE	PUERTO RICO	0	46,159	MERCY CORPS
(6) (SEE STATEMENT)					

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) (SEE STATEMENT)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							



**Part III 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.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512—514)	(f) Share of total income	(g) Share of end-of- year assets	(h) Disproportionate allocations?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	
(1)-----												
(2)-----												
(3)-----												
(4)-----												
(5)-----												
(6)-----												
(7)-----												

**Part IV 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) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
(1)(SEE STATEMENT)-----									
(2)-----									
(3)-----									
(4)-----									
(5)-----									
(6)-----									
(7)-----									

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

	Yes	No
<b>1</b> 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?		
<b>a</b> Receipt of <b>(i)</b> interest, <b>(ii)</b> annuities, <b>(iii)</b> royalties, or <b>(iv)</b> rent from a controlled entity . . . . .	<b>1a</b>	✓
<b>b</b> Gift, grant, or capital contribution to related organization(s) . . . . .	<b>1b</b>	✓
<b>c</b> Gift, grant, or capital contribution from related organization(s) . . . . .	<b>1c</b>	✓
<b>d</b> Loans or loan guarantees to or for related organization(s) . . . . .	<b>1d</b>	✓
<b>e</b> Loans or loan guarantees by related organization(s) . . . . .	<b>1e</b>	✓
<b>f</b> Dividends from related organization(s) . . . . .	<b>1f</b>	✓
<b>g</b> Sale of assets to related organization(s) . . . . .	<b>1g</b>	✓
<b>h</b> Purchase of assets from related organization(s) . . . . .	<b>1h</b>	✓
<b>i</b> Exchange of assets with related organization(s) . . . . .	<b>1i</b>	✓
<b>j</b> Lease of facilities, equipment, or other assets to related organization(s) . . . . .	<b>1j</b>	✓
<b>k</b> Lease of facilities, equipment, or other assets from related organization(s) . . . . .	<b>1k</b>	✓
<b>l</b> Performance of services or membership or fundraising solicitations for related organization(s) . . . . .	<b>1l</b>	✓
<b>m</b> Performance of services or membership or fundraising solicitations by related organization(s) . . . . .	<b>1m</b>	✓
<b>n</b> Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) . . . . .	<b>1n</b>	✓
<b>o</b> Sharing of paid employees with related organization(s) . . . . .	<b>1o</b>	✓
<b>p</b> Reimbursement paid to related organization(s) for expenses . . . . .	<b>1p</b>	✓
<b>q</b> Reimbursement paid by related organization(s) for expenses . . . . .	<b>1q</b>	✓
<b>r</b> Other transfer of cash or property to related organization(s) . . . . .	<b>1r</b>	✓
<b>s</b> Other transfer of cash or property from related organization(s) . . . . .	<b>1s</b>	✓

**2** If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a–s)	(c) Amount involved	(d) Method of determining amount involved
(1)			
(2)			
(3)			
(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)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	
(1) .....													
(2) .....													
(3) .....													
(4) .....													
(5) .....													
(6) .....													
(7) .....													
(8) .....													
(9) .....													
(10) .....													
(11) .....													
(12) .....													
(13) .....													
(14) .....													
(15) .....													
(16) .....													

**Part I****Identification of Disregarded Entities** (continued)

(a) Name, address and EIN of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total Income	(e) End-of-year assets	(f) Direct controlling entity
(6) MERCY CORPS KOSOVO BEDRI SHALA 38/C, PRISTINA, KV	HUMANITARIAN ASSISTANCE	KOSOVO	0	0	MERCY CORPS
(7) MERCY CORPS VENEZUELA CALLE SANATORIO DEL AVILA, CIUDAD CTR, TORRE E, 7TH FL, 701, BOLEITA NORTE, CARACAS, VE	HUMANITARIAN ASSISTANCE	VENEZUELA	0	33,963	MERCY CORPS

**Part II**
**Identification of Related Tax-Exempt Organizations** (continued)

(a) Name, address and EIN of related organization	(b) Primary Activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) MERCY CORPS CONDOMINIUMS UNIT OWNERS ASSOCIATION (27-1113758) 45 SW ANKENY, PORTLAND, OR 97204	PROVIDE MANAGEMENT SERVICES - IRC 528	OR			MERCY CORPS	✓	
(2) MERCY CORPS CORPORATE FUND 36 DZHANDOSOV STREET, ALMATY, KZ	GRANT MAKING	KAZAKHSTAN			MERCY CORPS	✓	
(3) KOMPANION DEVELOPMENT TOGOLOK MOLDO 10, BISHKEK, KG	GRANT MAKING	KYRGYZSTAN			MERCY CORPS	✓	
(4) MERCY CORPS EUROPE 96/3 COMMERCIAL QUAY, EDINBURGH, EH6 6LX, UK	HUMANITARIAN ASSISTANCE	UNITED KINGDOM (ENGLAND, NORTHERN IRELAND, SCOTLAND, AND WALES)			N/A		✓
(5) MERCY CORPS NETHERLANDS THE HAGUE HUMANITY HUB, FLUWELEN BURGWAL 58, DEN HAAG, 2511 CJ, NL	HUMANITARIAN ASSISTANCE	NETHERLANDS			N/A		✓
(6) ENERGY 4 IMPACT 10 QUEENS STREET PLACE, LONDON, ENGLAND, EC4R 1BE, UK	ENERGY SOLUTIONS	UNITED KINGDOM (ENGLAND, NORTHERN IRELAND, SCOTLAND, AND WALES)			MERCY CORPS	✓	
(7) YAYASAN MERCY CORPS INDONESIA JALAN TAMAN MARGASATWA #3 RUKUN, TETANGGA 001, RUKUN WARGARGA, SOUTH JAKARTA, 12530, ID	HUMANITARIAN ASSISTANCE	INDONESIA			MERCY CORPS	✓	
(8) ENERGY 4 IMPACT (TANZANIA) ST. FRANCIS XAVIER NYAKAHOJA PARISH, BUILDING, RM NO 1 & 2, MAKONGOR RD, MWANZA, TZ	ENERGY SOLUTIONS	TANZANIA			MERCY CORPS	✓	

**Part IV**
**Identification of Related Organizations Taxable as a Corporation or Trust** (continued)

(a) Name, address and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C-corp, S-corp or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
(1) KOMPANION FINANCIAL GROUP MICROFINANCE CLOSED STOCK JOINT CORPORATION TOGOLOK MOLDO 10, BISHKEK, KG	MICROFINANCE ACTIVITY / BANK	KYRGYZSTAN	MERCY CORPS	C CORPORATION	5,600,519	264,347,670	65%	✓	
(2) MERCY CORPS INDIA SHOP NO 3 VASANT KUNJ, NEW DELHI, 1110070, IN	ECONOMIC DEVELOPMENT	INDIA	MERCY CORPS	C CORPORATION	10,142	0	100%	✓	
(3) MC EGYPT LLC 2 AL MALAK AL AFDAL STREET ZEMALEK, CAIRO, EG	ECONOMIC DEVELOPMENT	EGYPT	MERCY CORPS	C CORPORATION	0	0	99.9%	✓	
(4) MERCY CORPS INTERNATIONAL / JORDAN CO. QUEEN NOUR STREET, AMMAN, JO	ECONOMIC DEVELOPMENT	JORDAN	MERCY CORPS	C CORPORATION	0	0	100%	✓	
(5) HUMANITARIAN ENERGY PLC HOUSE NO. 377, OFFICE NO 307, YEKA SUB-CITY, KEBELE 08, ADDIS ABEBA, ET	ENERGY SERVICES FOR HUMANITARIAN WORLD	ETHIOPIA	MERCY CORPS	C CORPORATION	(1,250,410)	804,741	80%	✓	
(6) MICRO INSURANCE CATASTOPHE RISK ORGANISATION SCC 1ST FLOOR, LIMEGROVE CENTRE, HOLETOWN, ST. JAMES, BB	MICRO INSURANCE ACTIVITY	BARBADOS	MERCY CORPS	C CORPORATION	501,152	1,879,964	83.69%	✓	
(7) HUMENERGI UGANDA LIMITED N/A, KAMPALA, UG	MICRO INSURANCE ACTIVITY	UGANDA	MERCY CORPS	C CORPORATION	0	0	95%	✓	