Department of the Treasury Internal Revenue Service

Return of Organization Exempt From Income Tax Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No. 1545-0047

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

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

Open to Public Inspection

Α	For the	pprox 2021 calendar year, or tax year beginning $f OCT = 1$, $f 2UZ = 1$ and $f e$	nding S	EP 30, 2022			
В	Check if applicable	C Name of organization		D Employer identifi	cation number		
	Addres change						
	Name change	Doing business as		52-21020	12		
	Initial return Final return/	Number and street (or P.O. box if mail is not delivered to street address) 5518 Connecticut Ave. NW, 2nd F1.	Room/suite	E Telephone numbe			
	termin- ated			G Gross receipts \$	1,131,463.		
	Ameno		H(a) Is this a group re				
	Application	F Name and address of principal officer: AXII VOIII a			? Yes X No		
	pendin	g same as C above		H(b) Are all subordinates i			
		empt status: X 501(c)(3) 501(c) ()	r 527	If "No," attach a	list. See instructions		
		e:▶ www.aalead.org		H(c) Group exemption	n number 🕨		
K	Form of	organization: X Corporation Trust Association Other	L Year o	of formation: 1998	State of legal domicile: DC		
P	art I	Summary					
ø		Briefly describe the organization's mission or most significant activities: ${ t To \ t pr}$			eing of		
and		Asian American and Pacific Islander youth					
Governance		Check this box 🕨 🔲 if the organization discontinued its operations or dispose	ed of more	1			
ું	1			3	16 15		
∞		Number of independent voting members of the governing body (Part VI, line 1b)			19		
ties		Total number of individuals employed in calendar year 2021 (Part V, line 2a)			68		
Activities		Total number of volunteers (estimate if necessary)			0.		
Ac		Total unrelated business revenue from Part VIII, column (C), line 12			0.		
	D	Net unrelated business taxable income from Form 990-T, Part I, line 11		Prior Year	Current Year		
	8	Contributions and grants (Part VIII, line 1h)		3,264,854.	1,103,339.		
Jue	1	Program service revenue (Part VIII, line 2g)		0.	0.		
Revenue	1	Investment income (Part VIII, column (A), lines 3, 4, and 7d)		0.	6,370.		
æ		Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0.	0.		
		Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		3,264,854.	1,109,709.		
		Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0.	0.		
		Benefits paid to or for members (Part IX, column (A), line 4)		0.	0.		
S	1	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		597,445.	758,974.		
Expenses	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0.	0.		
ğ	b.	Total fundraising expenses (Part IX, column (D), line 25)	6.				
Û	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		251,846.			
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		849,291.			
	19	Revenue less expenses. Subtract line 18 from line 12		2,415,563.			
Net Assets or Fund Balances	<u> </u>		Be	ginning of Current Year	End of Year		
Sset	20	Total assets (Part X, line 16)		2,625,829.	2,640,024.		
et A	21	Total liabilities (Part X, line 26)		46,458.	59,699.		
	22 art II	Net assets or fund balances. Subtract line 21 from line 20		2,579,371.	2,580,325.		
		Ities of perjury, I declare that I have examined this return, including accompanying schedules	and atatam	anto and to the heat of m	v knowledge and belief it is		
	-	t, and complete. Declaration of preparer (other than officer) is based on all information of which			y kilowieuge allu bellel, it is		
uuu	, 001100		cii proparci		7/23		
Sig	ın	Signature of officer		Date	1123		
He		Akil Vohra, Executive Director					
110		Type or print name and title					
		Print/Type preparer's name Preparer's signature		Pate Check	PTIN		
Pai	d	Jie Chen, CPA		2/21/23 if self-employ	P01049760		
	parer	Firm's name Rogers & Company PLLC		Firm's EIN	58-2676261		
	Only	Firm's address 8300 Boone Boulevard, Suite 600			-		
	-	Vienna, VA 22182		Phone no. (7	03) 893-0300		
Ma	v the IE	RS discuss this return with the preparer shown above? See instructions		1 (X Ves No		

Pai	t III Statement of Program Service Accomplishments
	Check if Schedule O contains a response or note to any line in this Part III
1	Briefly describe the organization's mission:
	AALEAD Mission: To empower AAPI youth in underserved communities
	through culturally responsive programming and advocacy. Vision: AALEAD envisions a United States in which all youth are
	supported, empowered, and celebrated within equitable, abundant and
2	Did the organization undertake any significant program services during the year which were not listed on the
2	
	prior Form 990 or 990-EZ? 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? X 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 \$ 668,227 • including grants of \$) (Revenue \$)
	After School Program: The AALEAD After School Program provides academic
	support and resources including support in the process of selecting a
	middle/high school as well as the college process. Programs create a
	safe and supportive space to develop identity, and opportunities for
	leadership and civic engagement. AALEAD serves youth after school
	through the following programs: DC Middle School, DC High School, MD
	Middle School, MD High School, VA Middle School, and VA High School
	Programs. In FY22, AALEAD supported 199 youth attending 19 public and
	charter schools with after-school programs across the DC, MD, and VA regions. Of the youth surveyed, 93% indicated overall satisfaction with
	regions. Of the youth surveyed, 93% indicated overall satisfaction with
	See Schedule O for continuation
4b	(Code:) (Expenses \$ 54,915 • including grants of \$) (Revenue \$)
40	Summer Program: The AALEAD summer program provides youth opportunities
	for activities, events, community engagement, and leadership
	development. The summer leverages a youth-to-youth mentoring model
	where youth take ownership of their AALEAD Summer Program by being a
	part of the planning and facilitating process. High School youth help
	lead programming for middle school youth.
	See Schedule O for continuation
40	(Code:) (Expenses \$ 69,475 • including grants of \$) (Revenue \$)
4C	(Code:) (Expenses \$
	adults to form relationships that provide youth with a safe avenue to
	express their feelings and frustrations, improve their self-esteem,
	foster positive self-identity, give youth opportunities to explore new
	interests and develop hobbies, and motivate them to pursue higher
	education and prepare them for careers. AALEAD re-launched its
	Mentoring Program in FY22. There were a total of 163 mentoring hours
	and 12 matches of mentors and mentees in FY22.
4d	Other program services (Describe on Schedule O.)
	(Expenses \$ \text{including grants of \$} \text{) (Revenue \$} \text{)}
<u>4e</u>	Total program service expenses ► 792,617.

Form 990 (2021) Asian American LEAD Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	х	
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		х
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
•	during the tax year? If "Yes," complete Schedule C, Part II	4		Х
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or			
	similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		x
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
-	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		Х
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete			
	Schedule D, Part III	8		Х
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for			
	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		x
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			-
10	or in quasi endowments? If "Yes," complete Schedule D, Part V	10		Х
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			
	Part VI	11a	Х	
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		х
С	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		X
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in			
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		X
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		X
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	Х	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a	х	
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	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		Х
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,			
	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			\ ₃₇
	or more? If "Yes," complete Schedule F, Parts I and IV	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		х
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to			
	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		Х
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,			\ _{3,7}
	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions	17		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines	40	Х	
10	1c and 8a? If "Yes," complete Schedule G, Part II	18	Λ	-
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"	40		x
20-	complete Schedule G, Part III Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	19		X
20a		20a 20b		
21	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or	200		-
۲۱	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		x
	as as a second and the second a			

Form 990 (2021) Asian American LEAD Part IV Checklist of Required Schedules (continued)

			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		Х
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			١
	Schedule J	23		Х
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			X
	Schedule K. If "No," go to line 25a	24a		
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease	24c		
ч	any tax-exempt bonds? Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit			
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		Х
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			
	Schedule L, Part I	25b		X
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current			
	or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%			
	controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		Х
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee,			
	creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled			37
	entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		Х
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV,			
	instructions for applicable filing thresholds, conditions, and exceptions): A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If</i>			
а	"Yes," complete Schedule L, Part IV	28a		Х
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		X
	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b?//			
	"Yes," complete Schedule L, Part IV	28c		Х
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		Х
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M	30		Х
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Х
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
	Schedule N, Part II	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			X
24	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		Λ
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34		x
35 a	Part V, line 1 Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity			<u> </u>
_	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			
	If "Yes," complete Schedule R, Part V, line 2	36		Х
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?		3,	
Pai	Note: All Form 990 filers are required to complete Schedule O **T V Statements Regarding Other IRS Filings and Tax Compliance	38	Х	
rai	Check if Schedule O contains a response or note to any line in this Part V			
	Chook is Constitute O contains a response of note to any line in this Fart v		Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a			
	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1b 0			
	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			
	(gambling) winnings to prize winners?	1c	Х	

Form 990 (2021) Asian American LEAD Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

			Yes	NO					
2 a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return 2a 19								
		2b	X						
D	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?								
20	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to <i>e-file</i> . See instructions.	3a		Х					
	Did the organization have unrelated business gross income of \$1,000 or more during the year?								
	o If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O								
44	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		X					
h	If "Yes," enter the name of the foreign country	 a							
b	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).								
5a	5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?								
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	<u>5a</u> 5b		X					
	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c							
	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit								
	any contributions that were not tax deductible as charitable contributions?	6a		Х					
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts								
	were not tax deductible?	6b							
7	Organizations that may receive deductible contributions under section 170(c).								
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		Х					
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b							
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required								
	to file Form 8282?	7с		X					
d	If "Yes," indicate the number of Forms 8282 filed during the year								
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X					
f	f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?								
g									
h	, , , , , , , , , , , , , , , , , , , ,	7h							
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the								
	sponsoring organization have excess business holdings at any time during the year?	8							
9	Sponsoring organizations maintaining donor advised funds.								
a	Did the sponsoring organization make any taxable distributions under section 4966?	9a							
b 10	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b							
10	Section 501(c)(7) organizations. Enter: Initiation fees and capital contributions included on Part VIII, line 12 10a								
a h	Initiation fees and capital contributions included on Part VIII, line 12								
11	Section 501(c)(12) organizations. Enter:								
	Gross income from members or shareholders								
	Gross income from other sources. (Do not net amounts due or paid to other sources against								
	amounts due or received from them.)								
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a							
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year								
13	Section 501(c)(29) qualified nonprofit health insurance issuers.								
а	Is the organization licensed to issue qualified health plans in more than one state?	13a							
	Note: See the instructions for additional information the organization must report on Schedule O.								
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								
	Enter the amount of reserves on hand			17					
	Did the organization receive any payments for indoor tanning services during the tax year?	14a		X					
	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b							
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or	4-		_ v					
	excess parachute payment(s) during the year?	15		X					
46	If "Yes," see the instructions and file Form 4720, Schedule N.	46		х					
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16							
17	If "Yes," complete Form 4720, Schedule O. Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any								
.,	Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953?	17							
	If "Yes," complete Form 6069.								

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

	Check if Schedule O contains a response or note to any line in this Part VI			X		
Sec	tion A. Governing Body and Management					
	<u> </u>		Yes	No		
1a	Enter the number of voting members of the governing body at the end of the tax year					
	If there are material differences in voting rights among members of the governing body, or if the governing					
	body delegated broad authority to an executive committee or similar committee, explain on Schedule O.					
b	Enter the number of voting members included on line 1a, above, who are independent 1b 15					
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other					
_	officer, director, trustee, or key employee?	2		Х		
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision	_				
Ū	of officers, directors, trustees, or key employees to a management company or other person?	3		х		
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X		
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		X		
6	Did the organization have members or stockholders?	6		X		
	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or					
<i>1</i> a	more members of the governing body?	7a		х		
h	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or	1 a				
b		7h		х		
	persons other than the governing body? Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:	7b				
8		0-	Х			
a	The governing body?	8a	21	Х		
	Each committee with authority to act on behalf of the governing body?	8b		-25		
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the	9		х		
800	organization's mailing address? If "Yes," provide the names and addresses on Schedule Otion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)	9		25		
000	tion B. I oncies (mis section B requests information about policies not required by the internal nevenue code.)		Yes	No		
100	Did the organization have local chapters, branches, or affiliates?	10a	163	X		
	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,	IUa				
b	and branches to ensure their operations are consistent with the organization's exempt purposes?	10b				
112		11a	Х			
	1a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?b Describe on Schedule O the process, if any, used by the organization to review this Form 990.					
12a						
	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12a 12b	X			
C	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe	120				
·	on Schedule O how this was done	12c	х			
13	Did the organization have a written whistleblower policy?	13	X			
14	Did the organization have a written document retention and destruction policy?	14	X			
15	Did the process for determining compensation of the following persons include a review and approval by independent	17				
13	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?					
_	The organization's CEO, Executive Director, or top management official	15a	х			
	Other officers or key employees of the organization	15b	X	<u> </u>		
D	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.	IJD	-2			
160	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a					
IUa	taxable entity during the year?	16a		х		
h	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation	IUa				
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's					
	exempt status with respect to such arrangements?	16b				
Sec	tion C. Disclosure	100				
17	List the states with which a copy of this Form 990 is required to be filed ▶DC , MD , VA					
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) avail:	ahle		
.5	for public inspection. Indicate how you made these available. Check all that apply.	o orny	, availe			
	X Own website Another's website X Upon request Other (explain on Schedule O)					
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, ar	d finar	ncial			
	statements available to the public during the tax year.	u	·oiai			
20	State the name, address, and telephone number of the person who possesses the organization's books and records					
	Akil Vohra, Executive Director - (202) 884-0322					
	5518 Connecticut Ave. NW. 2nd Fl., Washington, DC 20015-2602					

Form 990 (2021) 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, 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.

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

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

(A)	(B)	(C)		(D)	(E)	(F)				
Name and title	Average hours per week	box offi	Position (do not check more than one box, unless person is both an officer and a director/trustee)		Reportable compensation from	compensation compensation				
	(list any hours for related organizations below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC/ 1099-NEC)	organizations (W-2/1099-MISC/ 1099-NEC)	compensation from the organization and related organizations
(1) Akil Vohra Executive Director	55.00	X		x				100,000.	0.	7,924.
(2) Siu Cheung	5.00	^		^			┢	100,000.	· ·	1,324.
Board Chair	3.00	X		x				0.	0.	0.
(3) Hanh Le	5.00	123							<u> </u>	
Board Vice-Chair		x		x				0.	0.	0.
(4) Robert Sohn	5.00	<u> </u>						-		
Board Secretary		x		х				0.	0.	0.
(5) Karen Urcia	5.00									
Board Treasurer		Х		Х				0.	0.	0.
(6) Joyce Segarra	2.00									
Board Member		X						0.	0.	0.
(7) Radha Rangarajan	2.00									
Board Member		Х						0.	0.	0.
(8) Sharon Eliatamby	2.00									
Board Member		Х						0.	0.	0.
(9) Nina Un	2.00	l								
Board Member		Х						0.	0.	0.
(10) Andrew Brown	2.00	ļ								
Board Member		Х						0.	0.	0.
(11) Cheryl Ann Lee	2.00	١								0
Board Member	2 00	Х						0.	0.	0.
(12) Maria Grenke	2.00	Į.,						0.	0.	0.
Board Member	2.00	Х						0.	0.	0.
(13) Lin Chun-Seeley Board Member	2.00	X						0.	0.	0.
(14) Alexander Jue	2.00	^						0.	0.	0.
Board Member	2.00	X						0.	0.	0.
(15) Jason Park	2.00	1					\vdash	1	0.	
Board Member		X						0.	0.	0.
(16) Wing Li	2.00	Ť		\vdash			\vdash			
Board Member		X						0.	0.	0.

Part VII Section A. Officers, Directors, Trus	tees, Key Em	ploy	/ees	, an	<u>d Hi</u>	ighe	st C	compensated Employe	es (continued)				
(A)	(B)		(C)					(D)	(E)			(F)	
Name and title	Average	(do not check mo						Reportable	Reportable	9	Es	timate	:d
	hours per	box	, unle	ss pe	rson	is bot	h an	compensation	compensation			nount	of
	week (list any	\vdash	Cei ai	luau	III ecit	Jiraus	100)	from from re			l	other	
	hours for	irecto						the	organizatior (W-2/1099-MI			pensa om the	
	related	e or d	tee			sated		organization (W-2/1099-MISC/	1099-NEC			anizati	
	organizations	truste	al trus		ee/	mpen		1099-NEC)	10331120	,	·	d relat	
	below	Individual trustee or director	Institutional trustee	<u>.</u>	oldm	sst co	ь					anizatio	
	line)	Indivi	Institu	Officer	Key employee	Highest compensated employee	Former						
		-											
1h Subtotal								100,000.		0.		7,9	24.
1b Subtotal c Total from continuation sheets to Part V								0.		0.		. , ,	0.
d Total (add lines 1b and 1c)								100,000.		0.		7,9	
Total (add lines is and re) Total number of individuals (including but re)								<u> </u>	L 0.000 of reportab			. , ,	
compensation from the organization						-,			.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				0
										İ		Yes	No
3 Did the organization list any former officer,		-	•		•	-	_		•				Х
line 1a? If "Yes," complete Schedule J for s											3		
4 For any individual listed on line 1a, is the standard related organizations greater than \$15	•							·	tne organization		4		Х
5 Did any person listed on line 1a receive or			•					********	idual for services		4		
rendered to the organization? If "Yes," com										,	5		Х
Section B. Independent Contractors					,								
1 Complete this table for your five highest co										npens	ation f	rom	
the organization. Report compensation for	the calendar y	ear	endi	ing v	vith	or w	ithir		year.				
(A) Name and business	address	NT/	INC					(B) Description of s	envices		O) ompe		n
- Name and Business	address	11/)INI				_	Becomplian or e	701 11000		ompo	ioutioi	
							\dashv						
Total number of independent contractors (\$100,000 of compensation from the organi		ot li	mıte	a to	tho (se li:	stec	a above) who received n	nore tnan				
-													

Part VIII Statement of Revenue Check if Schedule O contains a response or note to any line in this Part VIII (B) (C) Revenuè éxcluded Related or exempt Unrelated Total revenue from tax under function revenue business revenue sections 512 - 514 Contributions, Gifts, Grants and Other Similar Amounts 1,220. 1 a Federated campaigns 1a **b** Membership dues 1b 68,019. c Fundraising events 1c 1d d Related organizations 613,603. e Government grants (contributions) 1e f All other contributions, gifts, grants, and 420,497 similar amounts not included above 1f 1,410 g Noncash contributions included in lines 1a-1f 1g \$ 1,103,339. h Total. Add lines 1a-1f **Business Code** Program Service Revenue 2 a f All other program service revenue g Total. Add lines 2a-2f Investment income (including dividends, interest, and 6,370. 6,370. other similar amounts) Income from investment of tax-exempt bond proceeds 5 Royalties (i) Real (ii) Personal 6 a Gross rents **b** Less: rental expenses ... 6b c Rental income or (loss) d Net rental income or (loss) (i) Securities (ii) Other 7 a Gross amount from sales of assets other than inventory 7a **b** Less: cost or other basis Other Revenue and sales expenses 7b c Gain or (loss) ______7c d Net gain or (loss) 8 a Gross income from fundraising events (not including \$ 68,019. of contributions reported on line 1c). See 21,754 Part IV, line 18 **b** Less: direct expenses _____ 0. c Net income or (loss) from fundraising events 9 a Gross income from gaming activities. See Part IV, line 19 9b **b** Less: direct expenses c Net income or (loss) from gaming activities **10 a** Gross sales of inventory, less returns and allowances 10b **b** Less: cost of goods sold **c** Net income or (loss) from sales of inventory **Business Code** Miscellaneous Revenue 11 a d All other revenue e Total. Add lines 11a-11d 1,109,709. 0. Total revenue. See instructions 12

Form 990 (2021) Asian American LEAD 52

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).

3601	ion 501(c)(3) and 501(c)(4) organizations must com				
	Check if Schedule O contains a respon	nse or note to any line in (A)	this Part IX (B)	(C)	(D)
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2	Grants and other assistance to domestic				
~	individuals. See Part IV, line 22				
3	Grants and other assistance to foreign				
-	organizations, foreign governments, and foreign				
	individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors,				
	trustees, and key employees	133,095.	46,583.	33,274.	53,238.
6	Compensation not included above to disqualified				
	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)	F44 124	456 555	40.00=	
7	Other salaries and wages	514,401.	456,708.	48,885.	8,808.
8	Pension plan accruals and contributions (include	2 22	0 501	44.2	202
	section 401(k) and 403(b) employer contributions)	3,297.	2,581.	413.	303.
9	Other employee benefits	55,989.	47,345.	6,002.	2,642.
10	Payroll taxes	52,192.	40,852.	6,541.	4,799.
11	Fees for services (nonemployees):				
	Management				
	Legal	61,312.		61,312.	
	Accounting	01,314.		01,312.	
	Lobbying Con Port IV Jing 17				
	Professional fundraising services. See Part IV, line 17				
f	Investment management fees				
g	Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch 0.)	73,989.	14,975.	26,876.	32,138.
12	Advertising and promotion	4,451.	4,451.	20,010.	32,130.
13	Office expenses	52,648.	45,498.	4,613.	2,537.
14	Information technology	32,0101	10,100	2,0200	
15	Royalties				
16	Occupancy	67,288.	53,922.	7,709.	5,657.
17	Travel	11,550.	11,550.	,	, , , , ,
18	Payments of travel or entertainment expenses		•		
	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization				
23	Insurance	15,407.	12,059.	1,931.	1,417.
24	Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule 0.)				
a	Field trips / food	26,947.	26,947.		
h	Staff dev & recruiting	20,733.	19,751.	982.	
c	Dues, licenses, & reg	9,784.	9,395.	224.	165.
d	Fundraising expenses	5,672.	. ,		5,672.
e	All other expenses	,			,
25	Total functional expenses. Add lines 1 through 24e	1,108,755.	792,617.	198,762.	117,376.
26	Joint costs. Complete this line only if the organization				
	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.				
	Check here if following SOP 98-2 (ASC 958-720)				
	0 10 00 01				Form 990 (2021)

Form 990 (2021) Part X Balance Sheet

Fai	ιλ	balance Sneet					
		Check if Schedule O contains a response or	note to any	line in this Part X			<u></u>
					(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing			2,515,285.	1	1,090,530.
	2	Savings and temporary cash investments				2	1,354,505.
	3	Pledges and grants receivable, net			89,772.	3	141,389.
	4	Accounts receivable, net				4	
	5	Loans and other receivables from any currer					
		trustee, key employee, creator or founder, su	ubstantial co	ntributor, or 35%			
		controlled entity or family member of any of	these perso	ns		5	
	6	Loans and other receivables from other disq	ualified pers	ons (as defined			
		under section 4958(f)(1)), and persons descr		6			
şţ	7	Notes and loans receivable, net				7	
Assets	8	Inventories for sale or use				8	
⋖	9	Prepaid expenses and deferred charges			20,772.	9	53,600.
	10a	Land, buildings, and equipment: cost or other					
		basis. Complete Part VI of Schedule D		32,690.			
	b	Less: accumulated depreciation		32,690.	0.	10c	0.
	11	Investments - publicly traded securities				11	
	12	Investments - other securities. See Part IV, li				12	_
	13	Investments - program-related. See Part IV, li		13	_		
	14	Intangible assets		14			
	15	Other assets. See Part IV, line 11	2 625 020	15	2 640 024		
	16	Total assets. Add lines 1 through 15 (must e			2,625,829. 45,569.	16	2,640,024.
	17	Accounts payable and accrued expenses		45,509.	17	59,699.	
	18	Grants payable		18			
	19	Deferred revenue				19	
	20 21	Tax-exempt bond liabilities				20 21	
"	22	Escrow or custodial account liability. Comple				21	
Liabilities	22	Loans and other payables to any current or trustee, key employee, creator or founder, su					
iii		controlled entity or family member of any of				22	
Lie	23	Secured mortgages and notes payable to un				23	_
	24	Unsecured notes and loans payable to unrel		· · · · · · · · · · · · · · · · · · ·		24	
	25	Other liabilities (including federal income tax,					
		parties, and other liabilities not included on li					
		of Schedule D			889.	25	0.
	26	Total liabilities. Add lines 17 through 25			46,458.	26	59,699.
		Organizations that follow FASB ASC 958,					
ces		and complete lines 27, 28, 32, and 33.					
a	27	Net assets without donor restrictions			2,579,371.	27	2,580,325.
Ba	28	Net assets with donor restrictions			28		
P T		Organizations that do not follow FASB AS					
Ē		and complete lines 29 through 33.					
is o	29	Capital stock or trust principal, or current fur	nds			29	
sse	30	Paid-in or capital surplus, or land, building, o	r equipment	fund		30	
Net Assets or Fund Balances	31	Retained earnings, endowment, accumulate		F		31	
Se	32	Total net assets or fund balances		2,579,371.	32	2,580,325.	
	33	Total liabilities and net assets/fund balances			2,625,829.	33	2,640,024.

Pa	rt XI Reconciliation of Net Assets							
	Check if Schedule O contains a response or note to any line in this Part XI							
1 2	Total revenue (must equal Part VIII, column (A), line 12) Total expenses (must equal Part IX, column (A), line 25)	1 2	1,10 1,10	9,7 8,7	09. 55.			
3	The state of the s							
4	Revenue less expenses. Subtract line 2 from line 1							
5	Net unrealized gains (losses) on investments	5	<u> </u>	,				
6	Donated services and use of facilities	6						
7	Investment expenses	7						
8	Prior period adjustments	8						
9	Other changes in net assets or fund balances (explain on Schedule O)	9			0.			
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,							
	column (B))	10	2,58	0,3	25.			
Pa	rt XII Financial Statements and Reporting		•					
	Check if Schedule O contains a response or note to any line in this Part XII				X			
	,			Yes	No			
1	Accounting method used to prepare the Form 990: Cash X Accrual Other							
	If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.							
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?							
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	d on a						
	separate basis, consolidated basis, or both:							
	Separate basis Consolidated basis Both consolidated and separate basis							
b	Were the organization's financial statements audited by an independent accountant?		2b	X				
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separat	e basis,						
	consolidated basis, or both:							
	Separate basis Consolidated basis Both consolidated and separate basis							
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	e audit,						
	review, or compilation of its financial statements and selection of an independent accountant?		2c	X				
	If the organization changed either its oversight process or selection process during the tax year, explain on Scl	nedule O.						
За	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Si	-						
	Act and OMB Circular A-133?		3a		X			
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required	ired audit						
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits		3b					

Form **990** (2021)

SCHEDULE A

(Form 990)

Total

Department of the Treasury Internal Revenue Service

Name of the organization

Public Charity Status and Public Support

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

► Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

Open to Public Inspection

Employer identification number

Asian American LEAD 52-2102012 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). 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: 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.) A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). 7 X 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.) 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. 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. 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. its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. ☐ 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. Check this box if the organization received a written determination from the IRS that it is a Type I, Type III, Type III functionally integrated, or Type III non-functionally integrated supporting organization. f Enter the number of supported organizations Provide the following information about the supported organization(s). (iv) Is the organization listed (i) Name of supported (ii) EIN (iii) Type of organization (v) Amount of monetary (vi) Amount of other ì your governing document? (described on lines 1-10 organization support (see instructions) support (see instructions) Yes No above (see instructions))

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.)

Se	ction A. Public Support	, ,,		,			
	ndar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
	Gifts, grants, contributions, and	. ,	` '	()	,	()	()
	membership fees received. (Do not						
	include any "unusual grants.")	929,749.	722,275.	940,313.	3,264,854.	1,103,339.	6,960,530.
2	Tax revenues levied for the organ-						
	ization's benefit and either paid to						
	or expended on its behalf						
3	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge		500 055	0.4.0 0.4.0			
4	Total. Add lines 1 through 3	929,749.	722,275.	940,313.	3,264,854.	1,103,339.	6,960,530.
5	The portion of total contributions						
	by each person (other than a						
	governmental unit or publicly						
	supported organization) included						
	on line 1 that exceeds 2% of the						
	amount shown on line 11,						40 200
	column (f)						40,309.
	Public support. Subtract line 5 from line 4.						6,920,221.
	etion B. Total Support	(-) 0017	(h) 0010	(=) 0010	(4) 0000	(=) 0001	(f) Tatal
	ndar year (or fiscal year beginning in)	(a) 2017 929, 749.	(b) 2018 722, 275.	(c) 2019 940, 313.	(d) 2020 3,264,854.	(e) 2021 1,103,339.	(f) Total 6,960,530.
	Amounts from line 4	727,147.	122,215.	740,313.	3,204,034.	1,103,339.	0,300,330.
0	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties, and income from similar sources	13,724.	3,924.	5.		6,370.	24,023.
۵	Net income from unrelated business	13,7210	3,321.			0,370.	24,025.
9	activities, whether or not the						
	business is regularly carried on						
10	Other income. Do not include gain						
	or loss from the sale of capital						
	assets (Explain in Part VI.)						
11	Total support. Add lines 7 through 10						6,984,553.
	Gross receipts from related activities,	etc. (see instructi	ons)			12	138,439.
	First 5 years. If the Form 990 is for the					501(c)(3)	
	organization, check this box and stor	here					
Se	ction C. Computation of Publ						
14	Public support percentage for 2021 (line 6, column (f), c	divided by line 11,	column (f))		14	99.08 %
15	Public support percentage from 2020) Schedule A, Part	II, line 14			15	98.68 %
	33 1/3% support test - 2021. If the					nore, check this bo	
	stop here. The organization qualifies	as a publicly supp	orted organization				▶ X
b	33 1/3% support test - 2020. If the o	organization did no	ot check a box on I	ine 13 or 16a, and	line 15 is 33 1/3%	or more, check th	is box
	and stop here. The organization qual	ifies as a publicly	supported organiza	ation			▶□
17a	10% -facts-and-circumstances tes	t - 2021. If the org	anization did not o	check a box on line	: 13, 16a, or 16b, a	and line 14 is 10%	or more,
	and if the organization meets the fact	s-and-circumstanc	ces test, check this	box and stop her	e. Explain in Part	VI how the organiz	ation
	meets the facts-and-circumstances to	est. The organization	on qualifies as a pu	ublicly supported o	organization		▶□
b	10% -facts-and-circumstances tes	t - 2020. If the org	anization did not o	check a box on line	e 13, 16a, 16b, or 1	17a, and line 15 is	10% or
	more, and if the organization meets the	ne facts-and-circur	nstances test, che	ck this box and st	op here. Explain ir	Part VI how the	
	organization meets the facts-and-circ						▶∐
18	Private foundation. If the organization	n did not check a	box on line 13, 16	a, 16b, 17a, or 17b	, check this box a	nd see instruction:	s ▶Ш

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.)

Se	ction A. Public Support							
Cale	endar year (or fiscal year beginning in) 🕨	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total	
1	Gifts, grants, contributions, and							
	membership fees received. (Do not							
	include any "unusual grants.")							
2	Gross receipts from admissions,							
	merchandise sold or services per-							
	formed, or facilities furnished in							
	any activity that is related to the organization's tax-exempt purpose							
3	Gross receipts from activities that							
Ū	are not an unrelated trade or bus-							
	iness under section 513							
4								
•	ization's benefit and either paid to							
	or expended on its behalf							
5	The value of services or facilities							
3	furnished by a governmental unit to							
	the organization without charge							
6	Total. Add lines 1 through 5							
	Amounts included on lines 1, 2, and							
7 6	3 received from disqualified persons							
ŀ	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							
	Add lines 7a and 7b							
	Public support. (Subtract line 7c from line 6.)							
	·	(-) 0017	(h) 0010	/s) 0010	(4) 0000	(=) 0001	(6) Total	
	endar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total	
	Amounts from line 6 Gross income from interest,							
IUa	dividends, payments received on							
	securities loans, rents, royalties,							
	and income from similar sources							
K	Unrelated business taxable income							
	(less section 511 taxes) from businesses acquired after June 30, 1975							
	Add lines 10a and 10b							
'''	Net income from unrelated business activities not included on line 10b,							
	whether or not the business is							
10	regularly carried on Other income. Do not include gain							
12	or loss from the sale of capital							
	assets (Explain in Part VI.)							
	Total support. (Add lines 9, 10c, 11, and 12.)						<u> </u>	
14	First 5 years. If the Form 990 is for the	-			•		ion,	
-		is Orange and De					<u></u>	
	ction C. Computation of Publ			. (2)		11		
	Public support percentage for 2021 (15	<u>%</u>	
	Public support percentage from 2020					16	<u>%</u>	
	ction D. Computation of Inve					1 1		
17	Investment income percentage for 20					17	<u>%</u>	
18						18	%	
19a	a 33 1/3% support tests - 2021. If the						17 is not	
	more than 33 1/3%, check this box a						▶□	
k	33 1/3% support tests - 2020. If the							
	line 18 is not more than 33 1/3%, che	ck this box and st	op here. The orga	nization qualifies a	as a publicly suppo	orted organization	▶∐	
20	Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions							

Part IV | Supporting Organizations

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

Section A. All Supporting Organizations

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

	Yes	No
1		
2		
_		
3a		
3b		
_		
3с		
4-		
4a		
4b		
4c		
5a		
5b 5c		
30		
6		
7		
8		
9a		
9b		
9с		
10a		
10b		

Par	t IV	Supporting Organizations (continued)			
		• • • • • • • • • • • • • • • • • • • •		Yes	No
11	Has th	he organization accepted a gift or contribution from any of the following persons?			
а	A pers	son who directly or indirectly controls, either alone or together with persons described on lines 11b and			
		elow, the governing body of a supported organization?	11a		
b		ily member of a person described on line 11a above?	11b		
		6 controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide			
		in Part VI.	11c		
Sec		3. Type I Supporting Organizations			
				Yes	No
1	Did th	ne 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,			
		ors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s)			
		ively operated, supervised, or controlled the organization's activities. If the organization had more than one supported ization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the			
	_	orted organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
2	Did th	e organization operate for the benefit of any supported organization other than the supported			
	organ	ization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in			
	Part V	/I how providing such benefit carried out the purposes of the supported organization(s) that operated,			
	super	vised, or controlled the supporting organization.	2		
Sec	tion (C. Type II Supporting Organizations			
				Yes	No
1	Were	a majority of the organization's directors or trustees during the tax year also a majority of the directors			
	or trus	stees of each of the organization's supported organization(s)? If "No," describe in Part VI how control			
	or mai	nagement of the supporting organization was vested in the same persons that controlled or managed			
		pported organization(s).	1		
Sec	tion [D. All Type III Supporting Organizations			
				Yes	No
1	Did th	ne organization provide to each of its supported organizations, by the last day of the fifth month of the			
	organ	ization'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			
	organ	ization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	Were	any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported			
	organ	ization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how			
	the or	ganization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By rea	ason of the relationship described on line 2, above, did the organization's supported organizations have a			
		cant voice in the organization's investment policies and in directing the use of the organization's			
		ne or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's			
0		orted organizations played in this regard.	3		
-		E. Type III Functionally Integrated Supporting Organizations			
1		k the box next to the method that the organization used to satisfy the Integral Part Test during the yea(see instructions).			
a		The organization satisfied the Activities Test. Complete line 2 below.			
b		The organization is the parent of each of its supported organizations. <i>Complete line 3 below.</i> The organization supported a governmental entity. <i>Describe in Part VI how you supported a governmental entity (see in.</i>	otruotio	no)	
с 2		ties Test. Answer lines 2a and 2b below.	Struction	Yes	No
a		ubstantially all of the organization's activities during the tax year directly further the exempt purposes of		163	NO
а		upported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify			
		e supported organizations and explain how these activities directly furthered their exempt purposes,			
		he organization was responsive to those supported organizations, and how the organization determined			
		hese activities constituted substantially all of its activities.	2a		
b		ne activities described on line 2a, above, constitute activities that, but for the organization's involvement,	u		
~		r more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in			
		If the reasons for the organization's position that its supported organization(s) would have engaged in			
		activities but for the organization's involvement.	2b		
3		t of Supported Organizations. Answer lines 3a and 3b below.			
а		ne organization have the power to regularly appoint or elect a majority of the officers, directors, or			
_		es of each of the supported organizations? If "Yes" or "No" provide details in Part VI.	За		
b		ne organization exercise a substantial degree of direction over the policies, programs, and activities of each			
		supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.	3b		

	th V Type III Non Functionally Integrated F00(a)(2) Comparts			72 2102012 Page 0
	rt V Type III Non-Functionally Integrated 509(a)(3) Support			
1	Check here if the organization satisfied the Integral Part Test as a qualify	•	, , ,	Part VI). See instructions.
	All other Type III non-functionally integrated supporting organizations mu	st complete	e Sections A through E.	
Sect	ion A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3.	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or			
	collection of gross income or for management, conservation, or			
	maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Sect	ion B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see			
	instructions for short tax year or assets held for part of year):			
a	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
С	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	Discount claimed for blockage or other factors			
	(explain in detail in Part VI):			
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d.	3		
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount,			
	see instructions).	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 0.035.	6		
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		
Sect	ion C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1		
2	Enter 0.85 of line 1.	2		
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4	Enter greater of line 2 or line 3.	4		
5	Income tax imposed in prior year	5		
6	Distributable Amount. Subtract line 5 from line 4, unless subject to			
	emergency temporary reduction (see instructions).	6		

Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see

Schedule A (Form 990) 2021

instructions).

Pa	t V Type III Non-Functionally Integrated 509(a)(3) S	upporting Orga	anizations (continued)	
Sect	ion D - Distributions			Current Year
1	Amounts paid to supported organizations to accomplish exempt purp	ooses	1	
2	Amounts paid to perform activity that directly furthers exempt purpos	ses of supported		
	organizations, in excess of income from activity		2	
3	Administrative expenses paid to accomplish exempt purposes of sup	s 3		
4	Amounts paid to acquire exempt-use assets	4		
5	Qualified set-aside amounts (prior IRS approval required - provide details	5		
6	Other distributions (describe in Part VI). See instructions.		6	
7	Total annual distributions. Add lines 1 through 6.		7	
8	Distributions to attentive supported organizations to which the organizations	zation is responsive	e	
	(provide details in Part VI). See instructions.	8		
9	Distributable amount for 2021 from Section C, line 6	9		
10	Line 8 amount divided by line 9 amount		10	
C	En E. Distribution Allocations (see instructions)	(i)	(ii) Underdistributions	(iii) Distributable

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2021	(iii) Distributable Amount for 2021
1 Distributable amount for 2021 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2021 (reason-			
able cause required - explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2021			
a From 2016			
b From 2017			
c From 2018			
d From 2019			
e From 2020			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2021 distributable amount			
i Carryover from 2016 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2021 from Section D,			
line 7: \$			
Applied to underdistributions of prior years			
b Applied to 2021 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2021, if			
any. Subtract lines 3g and 4a from line 2. For result greater			
than zero, explain in Part VI. See instructions.			
6 Remaining underdistributions for 2021. Subtract lines 3h			
and 4b from line 1. For result greater than zero, explain in			
Part VI. See instructions.			
7 Excess distributions carryover to 2022. Add lines 3j			
and 4c.			
8 Breakdown of line 7:			
a Excess from 2017			
b Excess from 2018			
c Excess from 2019			
d Excess from 2020			
e Excess from 2021			

Schedule A (Form 990) 2021

Schedule B (Form 990)

Schedule of Contributors

► Attach to Form 990 or Form 990-PF.

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

Name of the organization

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

Asian American LEAD Employer identification number 52-2102012

Organization type (check one):					
Filers of:	Section:				
Form 990 or 990-EZ	X 501(c)(3) (enter number) organization				
	4947(a)(1) nonexempt charitable trust not treated as a private foundation				
	527 political organization				
Form 990-PF	501(c)(3) exempt private foundation				
	4947(a)(1) nonexempt charitable trust treated as a private foundation				
	501(c)(3) taxable private foundation				
Check if your organization is covered by the General Rule or a Special Rule . Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.					
General Rule					
· ·	n filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.				
Special Rules					
sections 509(a)(1) contributor, during	For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.				
For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.					
For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received nonexclusively religious, charitable, etc., contributions totaling \$5,000 or more during the year \$\bigsim \frac{1}{2}\$					
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 unswer "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).					

 $\ \, \text{LHA} \ \, \text{For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.}$

Schedule B (Form 990) (2021)

Asian American LEAD

52-2102012

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	al space is needed.	
(a)	(b)	(c)	(d)
	Name, address, and ZIP + 4	\$ 262,248.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2		\$39,332.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3	- Training duditions, and En T T	\$159,986.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a)	(b) Name, address, and ZIP + 4	(c) Total contributions	(d)
	Name, address, and ZIP + 4	\$\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
5		\$\$_	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
6		\$60,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)

Asian American LEAD

52-2102012

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	ıl space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7		\$ 35,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
8		\$ 25,001.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
9		\$152,037.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
	- Humo, address, and En 11	\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)

Name of organization Employer identification number

Asian American LEAD

52-2102012

Noncash Property (see instructions). Use duplicate copies of Pa	rt II if additional space is needed.	
(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	\$	
(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		
(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	 \$	
(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	
(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	_	
	(b) Description of noncash property given Description of noncash property given (b) Description of noncash property given (c) FMV (or estimate) (See instructions.) (b) Description of noncash property given (c) FMV (or estimate) (See instructions.) (c) FMV (or estimate) (See instructions.) (d) FMV (or estimate) (See instructions.) (e) FMV (or estimate) (See instructions.) (f) FMV (or estimate) (See instructions.) (g) FMV (or estimate) (See instructions.) (h) Description of noncash property given (c) FMV (or estimate) (See instructions.) (c) FMV (or estimate) (See instructions.)	

Employer identification number

Name of organization

52-2102012 Asian American LEAD 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 Part III from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) Use duplicate copies of Part III if additional space is needed. (a) No. from Part I (b) Purpose of gift (c) Use of gift (d) Description of how gift is held (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (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 (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

► Attach to Form 990.

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization

Asian American LEAD

Employer identification number 52-2102012

Pa	rt I Organizations Maintaining Donor Advise	ed Funds or Other Similar Funds	or Acco	unts.Complete if the				
	organization answered "Yes" on Form 990, Part IV, lir	ne 6.		•				
		(a) Donor advised funds	(b) Fur	nds 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 advise	ed funds					
	are the organization's property, subject to the organization's	_		Yes No				
6	Did the organization inform all grantees, donors, and donor a							
	for charitable purposes and not for the benefit of the donor							
	impermissible private benefit?							
Pa	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 organizat	ion (check all that apply).						
	Preservation of land for public use (for example, recrea		a historically	important land area				
	Protection of natural habitat	Preservation of						
	Preservation of open space							
2	Complete lines 2a through 2d if the organization held a quali	fied conservation contribution in the form	of a conserv	ation easement on the last				
	day of the tax year.			Held at the End of the Tax Year				
а	Total number of conservation easements		2a					
b								
С	Number of conservation easements on a certified historic str	ructure included in (a)	2c					
d								
	listed in the National Register		I					
3	Number of conservation easements modified, transferred, re			n during the tax				
	year ▶							
4	Number of states where property subject to conservation ea	sement is located >						
5	Does the organization have a written policy regarding the pe	riodic monitoring, inspection, handling of						
	violations, and enforcement of the conservation easements	it holds?		Yes No				
6	Staff and volunteer hours devoted to monitoring, inspecting	, handling of violations, and enforcing cons	servation eas	sements during the year				
	>							
7	Amount of expenses incurred in monitoring, inspecting, hand	dling of violations, and enforcing conservat	tion easeme	nts during the year				
	> \$							
8	Does each conservation easement reported on line 2(d) abo	ve satisfy the requirements of section 170((h)(4)(B)(i)					
	and section 170(h)(4)(B)(ii)?			Yes No				
9	In Part XIII, describe how the organization reports conservat	ion easements in its revenue and expense	statement a	and				
	balance sheet, and include, if applicable, the text of the foot	note to the organization's financial stateme	ents that de	scribes the				
	organization's accounting for conservation easements.							
Pa	rt III Organizations Maintaining Collections o		ther Simi	lar Assets.				
	Complete if the organization answered "Yes" on Forn	n 990, Part IV, line 8.						
1a	If the organization elected, as permitted under FASB ASC 95	58, not to report in its revenue statement a	nd balance	sheet works				
	of art, historical treasures, or other similar assets held for pu	blic exhibition, education, or research in fu	rtherance of	f public				
	service, provide in Part XIII the text of the footnote to its fina	ncial statements that describes these item	ıs.					
b	If the organization elected, as permitted under FASB ASC 95	•						
	art, historical treasures, or other similar assets held for public	c exhibition, education, or research in furth	erance of p	ublic service,				
	provide the following amounts relating to these items:							
	(i) Revenue included on Form 990, Part VIII, line 1			\$				
				\$				
2	If the organization received or held works of art, historical tre	easures, or other similar assets for financial	l gain, provid	de				
	the following amounts required to be reported under FASB A	ASC 958 relating to these items:						
а	Revenue included on Form 990, Part VIII, line 1			\$				
h	Assets included in Form 990, Part Y		.	¢				

Par	t III Organizations Maintaining C	ollections of A	rt, Hist	torical Tr	easures,	or Other	Similar As	sets(cont	inued)	
3	Using the organization's acquisition, accession	on, and other record	ds, checl	k any of the	following that	at make sig	nificant use of	fits		
	collection items (check all that apply):									
а	Public exhibition	d		Loan or exc	hange progra	am				
b	Scholarly research e Other									
С	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									
Par	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, custodia	an or other intermed	diary for	contribution	ns or other as	sets not ir	ncluded		_	_
	on Form 990, Part X?							Yes		∟ No
b	If "Yes," explain the arrangement in Part XIII a	and complete the fo	llowing t	table:						
								Amou	nt	
С	Beginning balance						1c			
d	Additions during the year						1d			
е	Distributions during the year						1e			
f	Ending balance						1f			_
2a	Did the organization include an amount on Fo	orm 990, Part X, line	21, for 6	escrow or c	ustodial acco	ount liability	y?	Yes		No
	If "Yes," explain the arrangement in Part XIII.	Check here if the ex	xplanatio	on has beer	n provided on	Part XIII			<u>. L</u>	
Par	t V Endowment Funds. Complete if	the organization ar	swered	"Yes" on Fo						
		(a) Current year	(b) P	rior year	(c) Two yea	rs back (c	d) Three years ba	ack (e) Fou	ır years	back
1a	Beginning of year balance									
b	Contributions									
	Net investment earnings, gains, and losses									
d	Grants or scholarships									
	Other expenditures for facilities									
	and programs									
f	Administrative expenses									
g	End of year balance									
2	Provide the estimated percentage of the curr	ent year end baland	e (line 1	g, column (a)) held as:					
а	Board designated or quasi-endowment	,	%		,,					
b	Permanent endowment	%								
	Term endowment > 9									
	The percentages on lines 2a, 2b, and 2c show	uld equal 100%.								
За	Are there endowment funds not in the posses		ation tha	at are held a	and administe	ered for the	e organization			
	by:	9-					9		Yes	No
	(i) Unrelated organizations							3a(i)		
	(ii) Related organizations									
b	If "Yes" on line 3a(ii), are the related organization									
4	Describe in Part XIII the intended uses of the									
<u> </u>	t VI Land, Buildings, and Equipm		, , , , , , , , , , , , , , , , , , ,	idiido.						
	Complete if the organization answered		0. Part I\	/. line 11a. \$	See Form 990). Part X. li	ne 10.			
	Description of property	(a) Cost or o			t or other		cumulated	(d) Boo	nk valu	
	bescription of property	basis (investr		, ,	(other)		eciation	(u) Do	JK Valu	C
12	Land	<u> </u>	,		/	3.51				
	Buildings									
	Leasehold improvements									
	Equipment			3	32,690.		32,690.			0.
	Other				_,		,			
	. Add lines 1a through 1e. (Column (d) must ed		X colun	nn (B) line '	10c)					0.
		,	., - 0.011	(=,,	/					

Schedule D (Form 990) 2021 Asian Americ	can LEAD	52	-2102012 Page
Part VII Investments - Other Securities.			
Complete if the organization answered "Yes"		-	
(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)			
Fotal. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶			
Part VIII Investments - Program Related.			
Complete if the organization answered "Yes"	on Form 990, Part IV, line		
(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end	-of-year market value
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶			
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)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Fotal. (Column (b) must equal Form 990, Part X, col. (B) line	: 15.)	•	
Part X Other Liabilities.			
Complete if the organization answered "Yes"	on Form 990, Part IV, line	e 11e or 11f. See Form 990, Part X, line 25	
(a) Description of liability		· · · ·	(b) Book value
(1) Federal income taxes			
(2)			
(3)			
(~)			

1.	(a) Description of liability	(b) Book value
(1)	Federal income taxes	
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total.	(Column (b) must equal Form 990, Part X, col. (B) line 25.)	

^{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... X

132054 10-28-21 Schedule D (Form 990) 2021

SCHEDULE G (Form 990)

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

Schedule G (Form 990) 2021

Name of the organization

G0 to www.iis.gov/Formi990 for instructions and the latest inform

Inspection
Employer identification number

Asian A	American LEAD				52-2102	012	
Part I Fundraising Activities required to complete this pa	6. Complete if the organization answe	ered "Y	'es" oı	n Form 990, Part IV,	line 17. Form 990-E2	filers are not	
1 Indicate whether the organization raised funds through any of the following activities. Check all that apply. a							
(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) fundr have con contribution	Did aiser ustody itrol of utions?	(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization	
		Yes	No				
Fotal▶							
3 List all states in which the organization or licensing.	on is registered or licensed to solicit	contrib	utions	s or has been notified	d it is exempt from re	egistration	

 $\ensuremath{\mathsf{LHA}}$ For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Asian American LEAD Schedule G (Form 990) 2021 52-2102012 Page 2 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 Annua1 None (add col. (a) through Dinner col. (c)) (event type) (event type) (total number) Revenue 89,773. 89,773. 1 Gross receipts 68,019 68,019. 2 Less: Contributions 21,754. 21,754. 3 Gross income (line 1 minus line 2) 4 Cash prizes 5 Noncash prizes Direct Expenses 6 Rent/facility costs 18,081. 18,081. 7 Food and beverages 3,673. 3,673. 8 Entertainment 9 Other direct expenses 21,754. 10 Direct expense summary. Add lines 4 through 9 in column (d) 11 Net income summary. Subtract line 10 from line 3, column (d) Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a. (b) Pull tabs/instant (d) Total gaming (add Revenue (a) Bingo (c) Other gaming bingo/progressive bingo col. (a) through col. (c)) Gross revenue 2 Cash prizes Direct Expenses 3 Noncash prizes 4 Rent/facility costs 5 Other direct expenses Yes Yes Yes 6 Volunteer labor No 7 Direct expense summary. Add lines 2 through 5 in column (d) 8 Net gaming income summary. Subtract line 7 from line 1, column (d) **9** Enter the state(s) in which the organization conducts gaming activities: a Is the organization licensed to conduct gaming activities in each of these states? **b** If "No," explain:

Schedule G (Form 990) 2021

b If "Yes," explain:

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

Sch	nedule G (Form 990) 2021 Asian American LEAD 52-	2102	012	Page 3
	Does the organization conduct gaming activities with nonmembers?		Yes	No No
12	Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed			
	to administer charitable gaming?	. Ш	Yes	└── No
	Indicate the percentage of gaming activity conducted in:	1	ı	
	a The organization's facility			%
	o An outside facility	13b		%
14	Enter the name and address of the person who prepares the organization's gaming/special events books and records:			
	Name ▶			
	Address			
15a	a Does the organization have a contract with a third party from whom the organization receives gaming revenue?		Yes	☐ No
k	If "Yes," enter the amount of gaming revenue received by the organization > \$ and the amount			
	of gaming revenue retained by the third party \$\bigs\\$			
c	If "Yes," enter name and address of the third party:			
	Name			
	Address			
16	Gaming manager information:			
	Name			
	Gaming manager compensation > \$			
	Description of services provided			
	Director/officer Employee Independent contractor			
	Mandatory distributions:			
a	a Is the organization required under state law to make charitable distributions from the gaming proceeds to			п
	retain the state gaming license?		Yes	└── No
L	• 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 ► \$			
Pa	Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and F	art III, I	ines 9,	9b, 10b,
	15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.	,	,	, ,

Schedule (G (Form 990)	Asian Am	erican	LEAD		52-2102012	Page 4
Part IV	G (Form 990) Supplemental Info	rmation (continu	ed)				

SCHEDULE 0 (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

► Attach to Form 990 or Form 990-EZ. ► Go to www.irs.gov/Form990 for the latest information. OMB No. 1545-0047 Open to Public Inspection

Name of the organization

Asian American LEAD

Employer identification number 52-2102012

Form 990, Heading Item C, Full legal name of organization:
Asian American LEAD: Leadership Empowerment and Development for Youth
and Family
Form 990, Part III, Line 1, Description of Organization Mission:
thriving communities.
Form 990, Part III, Line 3, Changes in Program Services:
The AAPI COVID-19 Response Program was ceased in this tax year.
Form 990, Part III, Line 4a, Program Service Accomplishments:
in-person afterschool AALEAD programs, 96% reported feeling more
connected to a network of supportive peers, adults, and teachers; and
97% reported feeling more comfortable sharing and celebrating their
culture because of participating in AALEAD.
Form 990, Part III, Line 4b, Summer Program: (continued)
In FY22, 85 youths were supported across the DC, MD, and VA regions
with in-person programming. Youth participated in COVID-safe in-person
program days exploring topics of identity, leadership, and community.
Youth presented projects during the Summer Showcase event including
community interviews, performances exploring identity and empathy, and
leadership presentations on community issues. Of youth surveyed about
their experience in AALEAD Summer programs, 95% of youth reported
satisfaction with AALEAD summer programming, and 91% indicated

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

Name of the organization

Asian American LEAD

Employer identification number 52-2102012

improvement in leadership and mentoring skills, felt closer to their culture, and developed a stronger sense of empathy.

Form 990, Part VI, Section A, line 8b:

There are no committees with authority to act on behalf of the governing body.

Form 990, Part VI, Section B, line 11b:

The board treasurer reviews the 990 in detail and makes it available to all board members prior to filing.

Form 990, Part VI, Section B, Line 12c:

Each director and officer is required to review a copy of the conflict of interest policy, which requires each person to disclose any relationships, position or circumstances in which he or she believes could contribute to a conflict. Following full disclosure of a possible conflict of interest, the Board of Directors determines whether a conflict of interest exists and, if so the Board votes to authorize or reject the transaction or take any other action deemed necessary to address the conflict and protect AALEAD's best interests.

Form 990, Part VI, Section B, Line 15:

The process for determining the Executive Director's compensation involves the completion by the entire board of a detailed evaluation and interviews of key staff and stakeholders. This performance assessment and review of market compensation data from similar organizations is then examined by an Executive Committee of the Board, which proposes a compensation level that must be approved by the entire board. Other employees' compensation is

Name of the organization Asian American LEAD	Employer identification number 52-2102012
determined by the Executive Director with input and advic	e from the Board.
Form 990, Part VI, Section C, Line 18:	
The Form 990 is available upon request and is posted on t	he organization's
website.	
Form 990, Part VI, Section C, Line 19:	
AALEAD makes its governing documents, conflict of interes	t policy, and
financial statements available to the public upon request	•
Form 990, Part XII, Line 2c:	
AALEAD's Board of Directors is responsible for the oversi	ght of the
audit, including selection of the independent auditor. Th	e process is
consistent with previous years.	