

Form **990**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)

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

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

OMB No. 1545-0047

2025Open to Public
Inspection**A** For the **2025** calendar year, or tax year beginning **APR 1, 2025** and ending **MAR 31, 2026****B** Check if applicable:

- ☐ Address change
☐ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C Name of organization

OXFAM-AMERICA, INC.

Doing business as

Number and street (or P.O. box if mail is not delivered to street address)

77 NORTH WASHINGTON STREET

Room/suite

500

City or town, state or province, country, and ZIP or foreign postal code

BOSTON, MA 02114

F Name and address of principal officer: ABBY MAXMAN

SAME AS C ABOVE

D Employer identification number

23-7069110

E Telephone number

(617) 482-1211

G Gross receipts \$ 117,416,349.**H(a)** Is this a group returnfor subordinates? ☐ Yes ☒ No**H(b)** Are all subordinates included? ☐ Yes ☐ No

If "No," attach a list. See instructions

H(c) Group exemption number**I** Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) () (insert no.) ☐ 4947(a)(1) or ☐ 527**J** Website: WWW.OXFAMAMERICA.ORG**K** Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other**L** Year of formation: 1974**M** State of legal domicile: MA**Part I Summary**

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: <u>CREATE LASTING SOLUTIONS TO FIGHT INEQUALITY TO END POVERTY AND INJUSTICE.</u>
	2	Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.
	3	Number of voting members of the governing body (Part VI, line 1a) 3 21
	4	Number of independent voting members of the governing body (Part VI, line 1b) 4 21
	5	Total number of individuals employed in calendar year 2025 (Part V, line 2a) 5 302
	6	Total number of volunteers (estimate if necessary) 6 169
	7a	Total unrelated business revenue from Part VIII, column (C), line 12 7a 0.
7b	Net unrelated business taxable income from Form 990-T, Part I, line 11 7b 0.	
Revenue	8	Contributions and grants (Part VIII, line 1h) 73,755,295.
	9	Program service revenue (Part VIII, line 2g) 0.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d) 1,538,272.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 45,867.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 75,339,434.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3) 19,966,804.
Expenses	14	Benefits paid to or for members (Part IX, column (A), line 4) 0.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 33,233,306.
	16a	Professional fundraising fees (Part IX, column (A), line 11e) 2,638,748.
	b	Total fundraising expenses (Part IX, column (D), line 25) 15,386,271.
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 24,247,803.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 80,086,661.
	19	Revenue less expenses. Subtract line 18 from line 12 -4,747,227.
Net Assets or Fund Balances	20	Total assets (Part X, line 16) 71,010,015.
	21	Total liabilities (Part X, line 26) 19,562,952.
	22	Net assets or fund balances. Subtract line 21 from line 20 51,447,063.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer		Date			
	CYNTHIA A. CRONAN, CFO & ASSISTANT TREASURER					
Paid Preparer Use Only	Preparer's name		Preparer's signature	Date	Check if self-employed ☐	PTIN
	LYNNE JOHNSON		LYNNE JOHNSON	08/14/26		P00757336
Preparer Use Only	Firm's name		Firm's EIN		Phone no.	
	RSM US LLP		42-0714325		617-912-9000	
Firm's address		BOSTON, MA 02129				

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

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☒ **X**

- 1** Briefly describe the organization's mission:
 OXFAM AMERICA (OXFAM OR OA) IS A GLOBAL ORGANIZATION THAT FIGHTS
 INEQUALITY TO END POVERTY AND INJUSTICE. WE OFFER LIFESAVING SUPPORT
 IN TIMES OF CRISIS AND ADVOCATE FOR ECONOMIC JUSTICE, GENDER EQUALITY,
 AND CLIMATE ACTION.
- 2** Did the organization undertake any significant program services during the year which were not listed on the
 prior Form 990 or 990-EZ? ☐ Yes ☒ No
 If "Yes," describe these new services on Schedule O.
- 3** Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No
 If "Yes," describe these changes on Schedule O.
- 4** Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.
 Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and
 revenue, if any, for each program service reported.
- 4a** (Code:) (Expenses \$ 19,185,586. including grants of \$ 4,143,831.) (Revenue \$)
 CAMPAIGNING FOR SOCIAL JUSTICE: OXFAM AMERICA CAMPAIGNS TO CHANGE
 UNJUST POLICIES THAT DEEPEN INEQUALITY AND KEEP PEOPLE TRAPPED IN
 POVERTY. WE ADDRESS INEQUALITIES AT A GLOBAL LEVEL AND IN THE U.S. WE
 PROMOTE CORPORATE ACCOUNTABILITY, RESPONSIBLE BUSINESS CONDUCT AND
 WORKER JUSTICE THROUGH A COMBINATION OF COMMUNITY LED ADVOCACY,
 TECHNICAL GUIDANCE, ALONG WITH PUBLIC, CORPORATE, INVESTOR AND POLICY
 MAKER EDUCATION ON HUMAN RIGHTS AND WELL-BEING.
- 4b** (Code:) (Expenses \$ 16,981,186. including grants of \$ 6,819,512.) (Revenue \$)
 PROGRAMS TO OVERCOME POVERTY AND INJUSTICE: OXFAM AMERICA AND PARTNERS
 STRENGTHENED COMMUNITY RESILIENCE AND ADDRESSED THE STRUCTURAL DRIVERS
 OF POVERTY AND INEQUALITY. ACROSS AFRICA, OXFAM SUPPORTED WOMEN FARMERS
 WITH RESOURCES AND TRAINING TO EXPAND ECONOMIC OPPORTUNITIES AND
 STRENGTHEN THEIR LEADERSHIP AND ADVOCACY. IN THE DRC, OXFAM WORKED WITH
 COMMUNITIES TO RESTORE DIGNITY, EXPAND ECONOMIC OPPORTUNITIES, SUPPORT
 PEACEBUILDING, AND ADVOCATE FOR SUSTAINED U.S. DEVELOPMENT ASSISTANCE.
 IN KENYA'S MARSABIT COUNTY, OXFAM AND IREMO PROVIDED SMALL GRANTS TO
 OVER 6,000 WOMEN, ENABLING LIVESTOCK RESTOCKING, SMALL BUSINESS GROWTH,
 AND NEW GREENHOUSES AND GARDENS. IN NORTHEASTERN NIGERIA, OXFAM TRAINED
 NEARLY 3,000 PEOPLE IN FINANCIAL LITERACY, BUSINESS DEVELOPMENT, AND
 LEADERSHIP.
- 4c** (Code:) (Expenses \$ 12,665,758. including grants of \$ 10,441,938.) (Revenue \$)
 SAVING LIVES EMERGENCY RESPONSE AND PREPAREDNESS: OXFAM AMERICA AND
 PARTNERS DELIVERED LIFE-SAVING ASSISTANCE AND PROTECTED DIGNITY ACROSS
 SOME OF THE WORLD'S MOST FRAGILE, CONFLICT-AFFECTED REGIONS. IN GAZA,
 OXFAM ADVOCATED FOR UNRESTRICTED HUMANITARIAN ACCESS AND A PERMANENT
 CEASEFIRE WHILE REACHING OVER 59,000 PEOPLE WITH FOOD, CLEAN WATER,
 HYGIENE SUPPLIES. IN THE DRC, OXFAM RESTORED WATER SYSTEMS, DISTRIBUTED
 HYGIENE KITS, SUPPORTED SURVIVORS OF GENDER-BASED VIOLENCE, AND
 STRENGTHENED PEACEBUILDING, REACHING MORE THAN 193,000 PEOPLE. IN SOUTH
 SUDAN, OXFAM PROVIDED ESSENTIAL WASH AND PROTECTION SERVICES TO OVER
 10,000 DISPLACED PEOPLE IN JONGLEI STATE; SUPPORTED REFUGEES AND
 RETURNEES NEAR RENK WITH CLEAN WATER AND SANITATION; DISTRIBUTED
 DIGNITY KITS; AND REHABILITATED TRADITIONAL WATER RESERVOIRS.
- 4d** Other program services (Describe on Schedule O.)
 (Expenses \$ 6,937,304. including grants of \$ 7,000.) (Revenue \$)
- 4e** Total program service expenses 55,769,834.

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

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

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

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	74
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	X

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

		Yes	No
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 269		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X
b If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>	3b		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	X	
b If "Yes," enter the name of the foreign country <u>SENEGAL, SUDAN, EL SALVADOR, MALI</u> See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a		X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7 Organizations that may receive deductible contributions under section 170(c).			
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		X
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		X
d If "Yes," indicate the number of Forms 8282 filed during the year	7d		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8		
9 Sponsoring organizations maintaining donor advised funds.			
a Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
10 Section 501(c)(7) organizations. Enter:			
a Initiation fees and capital contributions included on Part VIII, line 12	10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		
11 Section 501(c)(12) organizations. Enter:			
a Gross income from members or shareholders	11a		
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b		
13 Section 501(c)(29) qualified nonprofit health insurance issuers.			
a Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a		
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b		
c Enter the amount of reserves on hand	13c		
14a Did the organization receive any payments for indoor tanning services during the tax year?	14a		X
b If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>	14b		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15		X
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16		X
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17		

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

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

Section A. Governing Body and Management

	1a	1b	2	3	4	5	6	7a	7b	8a	8b	9	Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year	21													
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		21												
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?			2							X				
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?				3										X
4 Did the organization make any significant changes to its governing documents since the prior Form 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
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?								7a						X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?									7b					X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:														
a The governing body?										8a	X			
b Each committee with authority to act on behalf of the governing body?											8b	X		
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O												9		X

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

	10a	10b	11a	12a	12b	12c	13	14	15a	15b	16a	16b	Yes	No
10a Did the organization have local chapters, branches, or affiliates?	10a	X												
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?			10b	X										
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?				11a	X									
b Describe on Schedule O the process, if any, used by the organization to review this Form 990.														
12a Did the organization have a written conflict of interest policy? If "No," go to line 13					12a	X								
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?							12b	X						
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done									12c	X				
13 Did the organization have a written whistleblower policy?								13	X					
14 Did the organization have a written document retention and destruction policy?									14	X				
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?														
a The organization's CEO, Executive Director, or top management official										15a	X			
b Other officers or key employees of the organization											15b	X		
If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.														
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?												16a		X
b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?														
16b														

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed AL, AK, AZ, AR, CA, CO, CT, DE, FL, GA, HI, ID

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

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

20 State the name, address, and telephone number of the person who possesses the organization's books and records
 CYNTHIA A. CRONAN - (617)482-1211
 77 NORTH WASHINGTON STREET, SUITE 500, BOSTON, MA 02114

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

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

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) MAXMAN, ABBY PRESIDENT & CEO	39.90 0.10			X				468,061.	0.	57,237.
(2) CUMMINGS, GINA VP OF POLICY & PRACTICE	38.00 2.00				X			282,324.	0.	53,646.
(3) KURMANN, THOMAS VP RESOURCE DEVELOPMENT	40.00 0.00				X			282,328.	0.	52,995.
(4) MUTASAH, TAWANDA EXEC. REP. CONFED. (UNTIL 1/3/26)	40.00 0.00				X			269,491.	0.	49,064.
(5) TSONGAS, ASHLEY VP OF OPERATIONS & RISK MGMT.	40.00 0.00				X			226,848.	0.	55,429.
(6) ROONEY, ALISSA VP PUBLIC ENGAGEMENT	40.00 0.00				X			238,530.	0.	27,689.
(7) LAWSON-LARTEGO, LATE SR. DIR., STRATEGY & INSIGHTS HUB	40.00 0.00					X		202,391.	0.	45,464.
(8) CRONAN, CYNTHIA CFO / ASST. TREASURER	39.25 0.75			X				213,924.	0.	23,856.
(9) HARRIS, DEBORAH CHIEF PEOPLE OFFICER	40.00 0.00				X			212,476.	0.	23,713.
(10) TAMIR, IRIT SR. DIR. PRIVATE SEC & LEGAL ADVISOR	40.00 0.00				X			188,101.	0.	47,168.
(11) SCRIBNER, SHANNON CHIEF OF STAFF / ASST. SECRETARY	40.00 0.00			X				187,953.	0.	45,417.
(12) ABBAS, FARAH SR. DIR., TECH. & INFO MGMT.	40.00 0.00					X		184,056.	0.	48,580.
(13) RAMISETTY, ALIVELU SR. DIR., GENDER & CLIMATE JUSTICE	40.00 0.00					X		191,036.	0.	33,805.
(14) CLACK, MARK SR. DIR., GOV. REL. & PUBLIC POLICY	40.00 0.00					X		191,221.	0.	22,856.
(15) MALLETTE, KENNETH DIR., MARKETING STRATEGY	40.00 0.00					X		188,851.	0.	23,125.
(16) ALT, MARGIE DIRECTOR	1.00 0.00	X						0.	0.	0.
(17) BEBBINGTON, ANTHONY DIRECTOR (UNTIL 6/1/2025)	1.00 0.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) DALNOOT, ASH DIRECTOR	1.00 0.00	X						0.	0.	0.
(19) GAVISER LESLIE, SARA DIRECTOR	1.00 0.00	X						0.	0.	0.
(20) GREEN-RILEY, NAIMA DIRECTOR	1.00 0.00	X						0.	0.	0.
(21) HAMILTON, JOE DIRECTOR	1.00 0.00	X						0.	0.	0.
(22) KHARAS, HOMI DIRECTOR (UNTIL 3/25/26)	1.00 0.00	X						0.	0.	0.
(23) KUMARAIHAH, DIVYA DIRECTOR	1.00 0.00	X						0.	0.	0.
(24) MEJIA, CARLOS DIRECTOR	1.00 0.00	X						0.	0.	0.
(25) MEZOUUI, OUSSAMA DIRECTOR	1.00 0.00	X						0.	0.	0.
(26) MIRCHANDANI, BHAKTI DIRECTOR	1.00 0.00	X						0.	0.	0.
1b Subtotal								3,527,591.	0.	610,044.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								3,527,591.	0.	610,044.

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

107

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

	Yes	No
3		X
4	X	
5		X

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
BLUE STATE LLC 200 BROADWAY, 3RD FLOOR, NEW YORK, NY 10038	CONSULTING/SUPPORTER ENGAGEMENT	1,120,947.
META PLATFORMS, INC 1 META WAY, MENLO PARK, CA 94025	SUPPORTER ENGAGEMENT	971,820.
GIVEBRIDGE INC, 550 W. VAN BUREN, SUITE 1100, CHICAGO, IL 60607	FUNDRAISING	971,770.
GOOGLE LLC, 1600 AMPHITHEATRE PKWY, MOUNTAIN VIEW, CA 94043	SUPPORTER ENGAGEMENT	787,128.
GLOBALFACES DIRECT, 16905 NORTHCROSS DR, SUITE 190, HUNTERVILLE, NC 28078	FUNDRAISING	747,626.

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

14

SEE PART VII, SECTION A CONTINUATION SHEETS

Form **990** (2025)

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) MOSALAGAE, CHRISTINA DIRECTOR (BEG. 6/24/25)	1.00 0.00	X						0.	0.	0.
(28) MUNANA, CARL DIRECTOR	1.00 0.00	X						0.	0.	0.
(29) PAUL, ROSHAN DIRECTOR	1.00 0.00	X						0.	0.	0.
(30) WAHEED, MANAR DIRECTOR (BEG. 10/22/25)	1.00 0.00	X						0.	0.	0.
(31) WATSON KAKAR, YANA DIRECTOR	1.00 0.00	X						0.	0.	0.
(32) SHACHOY, JAMEY CHAIR (UNTIL 3/24/26), DIRECTOR	1.00 0.00	X		X				0.	0.	0.
(33) TORRENS, TARA TREASURER (UNTIL 3/24/26), DIRECTOR	1.00 0.00	X		X				0.	0.	0.
(34) REGAN, JACK SECRETARY (UNTIL 3/24/26), DIRECTOR	1.00 0.00	X		X				0.	0.	0.
(35) JAYAWICKRAMA, SHERINE VICE CHAIR (UNTIL 3/24/26), DIRECTOR	1.00 0.00	X		X				0.	0.	0.
(36) MAPP, LATANYA, DIRECTOR (BEG. 10/22/25), CHAIR (BEG. 3/25/26)	3.50 0.00	X		X				0.	0.	0.
(37) JOHNSON, LIONEL, DIRECTOR (BEG. 6/24/25), TREAS. (BEG. 3/25/26)	2.50 0.00	X		X				0.	0.	0.
(38) SILBERMAN, MICHAEL, DIRECTOR, SECRETARY (BEG. 3/25/26)	1.00 0.00	X		X				0.	0.	0.
Total to Part VII, Section A, line 1c										

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

				(A)	(B)	(C)	(D)	
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a					
	b	Membership dues	1b					
	c	Fundraising events	1c					
	d	Related organizations	1d					
	e	Government grants (contributions)	1e					
	f	All other contributions, gifts, grants, and similar amounts not included above ...	1f	78,281,767.				
	g	Noncash contributions included in lines 1a-1f	1g	\$ 1,718,706.				
	h	Total. Add lines 1a-1f		78,281,767.				
Program Service Revenue				Business Code				
	2 a							
	b							
	c							
	d							
	e							
	f	All other program service revenue						
	g	Total. Add lines 2a-2f						
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)			1,102,111.		1,102,111.	
	4	Income from investment of tax-exempt bond proceeds						
	5	Royalties			24,826.		24,826.	
	6 a	Gross rents	6a	(i) Real	(ii) Personal			
	b	Less: rental expenses ...	6b					
	c	Rental income or (loss)	6c					
	d	Net rental income or (loss)						
	7 a	Gross amount from sales of assets other than inventory	7a	(i) Securities	(ii) Other			
	b	Less: cost or other basis and sales expenses	7b	32,342,144.	0.			
	c	Gain or (loss)	7c	5,534,159.	9,851.			
	d	Net gain or (loss)			5,544,010.		5,544,010.	
	8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
b	Less: direct expenses	8b						
c	Net income or (loss) from fundraising events							
9 a	Gross income from gaming activities. See Part IV, line 19	9a						
b	Less: direct expenses	9b						
c	Net income or (loss) from gaming activities							
10 a	Gross sales of inventory, less returns and allowances	10a						
b	Less: cost of goods sold	10b						
c	Net income or (loss) from sales of inventory							
Miscellaneous Revenue				Business Code				
	11 a	HOST FEES-OI AFFILIATE		900099	101,384.		101,384.	
	b	MISC OPERATING REVENUE		900099	20,107.		20,107.	
	c							
	d	All other revenue						
	e	Total. Add lines 11a-11d			121,491.			
12	Total revenue. See instructions				85,074,205.	0.	0.	6,792,438.

Part IX Statement of Functional Expenses

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

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

☒ X

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...	239,618.	239,618.		
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	21,172,663.	21,172,663.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	2,868,199.	1,145,643.	1,348,576.	373,980.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	21,042,893.	14,647,116.	2,546,791.	3,848,986.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	1,098,027.	708,518.	185,027.	204,482.
9 Other employee benefits	5,915,555.	3,811,093.	926,618.	1,177,844.
10 Payroll taxes	1,782,446.	1,112,676.	317,956.	351,814.
11 Fees for services (nonemployees):				
a Management				
b Legal	360,205.	168,380.	190,849.	976.
c Accounting	379,545.		127,522.	252,023.
d Lobbying	38,534.	38,534.		
e Professional fundraising services. See Part IV, line 17	2,609,136.			2,609,136.
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	2,306,097.	1,329,849.	176,832.	799,416.
12 Advertising and promotion	342.		342.	
13 Office expenses	1,813,686.	73,402.		1,740,284.
14 Information technology	1,969,376.	976,213.	322,514.	670,649.
15 Royalties				
16 Occupancy	1,341,685.	946,240.	192,104.	203,341.
17 Travel	1,209,506.	1,060,485.	100,701.	48,320.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	302,282.	249,123.	7,341.	45,818.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	332,124.	12,624.	319,500.	
23 Insurance	171,592.	27,141.	140,598.	3,853.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a OX COLLECTIVE FUND MECH	6,587,258.	6,420,827.	80,743.	85,688.
b SUPPORTER ENGAGEMENT	2,474,357.	1,067,487.		1,406,870.
c DESIGN AND PRINT	771,239.	17,201.	55.	753,983.
d MAIL AND POSTAGE	581,079.			581,079.
e All other expenses	948,764.	545,001.	176,034.	227,729.
25 Total functional expenses. Add lines 1 through 24e	78,316,208.	55,769,834.	7,160,103.	15,386,271.
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)				

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	4,917,094.	1	7,200,985.
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net	7,111,984.	3	4,353,943.
	4 Accounts receivable, net	1,594,198.	4	1,399,790.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	2,013,083.	9	1,568,532.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 2,677,235.		
	b Less: accumulated depreciation	10b 2,089,296.		
	11 Investments - publicly traded securities	51,621,596.	11	48,820,192.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11	27,997.	13	27,997.
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	2,855,389.	15	1,903,099.
16 Total assets. Add lines 1 through 15 (must equal line 33)	71,010,015.	16	65,862,477.	
Liabilities	17 Accounts payable and accrued expenses	6,809,535.	17	5,203,403.
	18 Grants payable	5,927,955.	18	1,475,060.
	19 Deferred revenue	263,331.	19	356,188.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	6,562,131.	25	4,798,708.
	26 Total liabilities. Add lines 17 through 25	19,562,952.	26	11,833,359.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ☒ and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	22,719,655.	27	27,468,555.
	28 Net assets with donor restrictions	28,727,408.	28	26,560,563.
	Organizations that do not follow FASB ASC 958, check here ☐ and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	51,447,063.	32	54,029,118.
	33 Total liabilities and net assets/fund balances	71,010,015.	33	65,862,477.

Form **990** (2025)

Part XI Reconciliation of Net Assets

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

☒

1	Total revenue (must equal Part VIII, column (A), line 12)	1	85,074,205.
2	Total expenses (must equal Part IX, column (A), line 25)	2	78,316,208.
3	Revenue less expenses. Subtract line 2 from line 1	3	6,757,997.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	51,447,063.
5	Net unrealized gains (losses) on investments	5	-4,855,149.
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	679,207.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	54,029,118.

Part XII Financial Statements and Reporting

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

☐

	Yes	No
1 Accounting method used to prepare the Form 990: ☐ Cash ☒ 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 on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		X
b Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis	X	
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	X	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? _____		X
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____		

Form **990** (2025)

Department of the Treasury
Internal Revenue Service

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

OMB No. 1545-0047

2025

Open to Public Inspection

Name of the organization

OXFAM-AMERICA INC.

Employer identification number	
--------------------------------	--

23-7069110

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

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

- 1** ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)

3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

9 ☐ An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____

10 ☐ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**

12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**

b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**

c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**

d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**

e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations _____

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

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	99,879,774.	80,530,469.	81,728,263.	73,755,295.	78,281,767.	414,175,568.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	99,879,774.	80,530,469.	81,728,263.	73,755,295.	78,281,767.	414,175,568.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						25,067,372.
6 Public support. Subtract line 5 from line 4.						389,108,196.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(f) Total
7 Amounts from line 4	99,879,774.	80,530,469.	81,728,263.	73,755,295.	78,281,767.	414,175,568.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	372,794.	599,525.	1,198,969.	1,483,959.	1,126,937.	4,782,184.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	15,745.	53.	122,267.	8,411.	121,491.	267,967.
11 Total support. Add lines 7 through 10						419,225,719.

12 Gross receipts from related activities, etc. (see instructions)	12	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here		☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2025 (line 6, column (f), divided by line 11, column (f))	14	92.82	%
15 Public support percentage from 2024 Schedule A, Part II, line 14	15	92.27	%
16a 33 1/3% support test - 2025. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		☒	
b 33 1/3% support test - 2024. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		☐	
17a 10% -facts-and-circumstances test - 2025. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		☐	
b 10% -facts-and-circumstances test - 2024. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		☐	
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		☐	

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2025 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2024 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2025 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2024 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2025. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ☐

b 33 1/3% support tests - 2024. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ☐

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

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

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

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

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

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (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	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	☐ Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

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

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5	
6 Total annual distributions. Add lines 1 through 5.	6	
7 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	7	
8 Distributable amount for 2025 from Section C, line 6	8	
9 Line 7 amount divided by line 8 amount	9	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2025	(iii) Distributable Amount for 2025
1 Distributable amount for 2025 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2025 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2025			
a From 2020			
b From 2021			
c From 2022			
d From 2023			
e From 2024			
f Total of lines 3a through 3e			
g Applied to under distributions of prior years			
h Applied to 2025 distributable amount			
i Carryover from 2020 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2025 from Section D, line 6: \$			
a Applied to underdistributions of prior years			
b Applied to 2025 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2025, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2025. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2026. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2021			
b Excess from 2022			
c Excess from 2023			
d Excess from 2024			
e Excess from 2025			

Schedule A (Form 990) 2025

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, 3b, and 3c; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5 and 7; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

SCHEDULE C
(Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

OMB No. 1545-0047

2025

**Open to Public
Inspection**

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

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

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

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

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

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

Name of organization OXFAM-AMERICA, INC.	Employer identification number (EIN) 23-7069110
--	---

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

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.

2 Political campaign activity expenditures \$

3 Volunteer hours for political campaign activities

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

1 Enter the amount of any excise tax incurred by the organization under section 4955 \$

2 Enter the amount of any excise tax incurred by organization managers under section 4955 \$

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No

4a Was a correction made? ☐ Yes ☐ No

b If "Yes," describe in Part IV.

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

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities \$

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527
exempt function activities \$

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL,
line 17b \$

4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No

5 Enter the names, addresses, and EINs of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

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

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

Schedule C (Form 990) 2025 Created 7/1/25

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

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)		10,518.	
b Total lobbying expenditures to influence a legislative body (direct lobbying)		28,016.	
c Total lobbying expenditures (add lines 1a and 1b)		38,534.	
d Other exempt purpose expenditures		55,731,300.	
e Total exempt purpose expenditures (add lines 1c and 1d)		55,769,834.	
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		1,000,000.	
IF the amount on line 1e, column (a) or (b), is:	THEN the lobbying nontaxable amount is:		
not over \$500,000	20% of the amount on line 1e.		
over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.		
over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.		
over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.		
over \$17,000,000	\$1,000,000.		
g Grassroots nontaxable amount (enter 25% of line 1f)		250,000.	
h Subtract line 1g from line 1a. If zero or less, enter -0-		0.	
i Subtract line 1f from line 1c. If zero or less, enter -0-		0.	
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?			☐ Yes ☐ No

4-Year Averaging Period Under Section 501(h)

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2022	(b) 2023	(c) 2024	(d) 2025	(e) Total
2a Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000.
c Total lobbying expenditures	254,116.	121,912.	108,100.	38,534.	522,662.
d Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
f Grassroots lobbying expenditures	147,659.	11,670.	17,094.	10,518.	186,941.

Schedule C (Form 990) 2025

SCHEDULE D

(Form 990)

(Rev. December 2024)

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

OXFAM-AMERICA, INC.

Employer identification number

23-7069110

Part I

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

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

Part II

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
☐ Preservation of land for public use (for example, recreation or education) ☐ Preservation of a historically important land area
☐ Protection of natural habitat ☐ Preservation of a certified historic structure
☐ Preservation of open space

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

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

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

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

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

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

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

Part III

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

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

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

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

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

(ii) Assets included in Form 990, Part X \$

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

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

b Assets included in Form 990, Part X \$

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

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

a ☐ Public exhibition

d ☐ Loan or exchange program

b ☐ Scholarly research

e ☐ Other _____

c ☐ Preservation for future generations

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

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets

to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

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

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

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

c Beginning balance

d Additions during the year

e Distributions during the year

f Ending balance

	Amount
1c	
1d	
1e	
1f	

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

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	9,447,122.	9,448,554.	9,200,603.	14,302,870.	14,068,717.
b Contributions					
c Net investment earnings, gains, and losses	506,109.	551,998.	674,390.	-377,289.	270,267.
d Grants or scholarships					
e Other expenditures for facilities and programs	457,612.	525,713.	400,000.	4,686,507.	
f Administrative expenses	31,449.	27,717.	26,439.	38,472.	36,114.
g End of year balance	9,464,170.	9,447,122.	9,448,554.	9,200,602.	14,302,870.

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

a Board designated or quasi-endowment 12.2852 %

b Permanent endowment 27.8232 %

c Term endowment 59.8916 %

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

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

(i) Unrelated organizations?

(ii) Related organizations?

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

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

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

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		2,274,077.	1,765,532.	508,545.
d Equipment		403,158.	323,764.	79,394.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				587,939.

Part VII Investments - Other Securities

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

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

Part VIII Investments - Program Related.

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

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B))		

Part IX Other Assets

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	

Part X Other Liabilities

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) GIFT ANNUITIES PAYABLE	1,981,875.
(3) OTHER LIABILITIES	412,778.
(4) OPERATING LEASE LIABILITIES	2,404,055.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	4,798,708.

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

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

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

1	Total revenue, gains, and other support per audited financial statements	1	81,792,376.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	-4,855,149.
b	Donated services and use of facilities	2b	599,348.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	973,972.
e	Add lines 2a through 2d	2e	-3,281,829.
3	Subtract line 2e from line 1	3	85,074,205.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	85,074,205.

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

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

1	Total expenses and losses per audited financial statements	1	79,256,965.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	599,348.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	341,409.
e	Add lines 2a through 2d	2e	940,757.
3	Subtract line 2e from line 1	3	78,316,208.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	78,316,208.

Part XIII Supplemental Information

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

PART V, LINE 4:

OXFAM UTILIZES A TOTAL RETURN SPENDING POLICY FROM ITS ENDOWMENT TO SUPPORT OPERATIONS. UNDER THE POLICY, UP TO 5% OF THE THREE YEAR ROLLING MARKET VALUE MAY BE UTILIZED. THE MARKET VALUE OF THE ENDOWMENT INCLUDES THE CORPUS OF ENDOWMENT GIFTS PLUS ACCUMULATED UNSPENT GAINS THAT HAVE NOT BEEN APPROPRIATED IN PRIOR PERIODS.

PART X, LINE 2:

OA ACCOUNTS FOR THE EFFECT OF ANY UNCERTAIN TAX POSITIONS BASED ON A "MORE LIKELY THAN NOT" THRESHOLD TO THE RECOGNITION OF THE TAX POSITIONS BEING SUSTAINED BASED ON THE TECHNICAL MERITS OF THE POSITION UNDER SCRUTINY BY THE APPLICABLE TAXING AUTHORITY. IF A TAX POSITION OR POSITIONS ARE DEEMED TO RESULT IN UNCERTAINTIES OF THOSE POSITIONS, THE UNRECOGNIZED TAX BENEFIT IS ESTIMATED BASED ON A "CUMULATIVE PROBABILITY ASSESSMENT" THAT AGGREGATES THE ESTIMATED TAX LIABILITY FOR ALL UNCERTAIN TAX POSITIONS. INTEREST AND PENALTIES ASSESSED, IF ANY, ARE ACCRUED AS INCOME TAX EXPENSE.

OA HAS IDENTIFIED ITS TAX STATUS AND CLASSIFICATION OF REVENUE AS RELATED OR UNRELATED UNDER THAT STATUS AS ITS ONLY SIGNIFICANT TAX POSITIONS. OA HAS DETERMINED THAT SUCH TAX POSITIONS DO NOT RESULT IN UNCERTAINTIES REQUIRING RECOGNITION. OA'S FEDERAL AND STATE INCOME TAX RETURNS ARE GENERALLY OPEN FOR EXAMINATION FOR THREE YEARS FOLLOWING THE DATE FILED.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

Part XIII

Supplemental Information

(continued)

CHANGE IN VALUE OF SPLIT INTEREST AGREEMENTS	679,207.
OXFAM AMERICA ACTION FUND REVENUE	294,765.
TOTAL TO SCHEDULE D, PART XI, LINE 2D	973,972.

PART XII, LINE 2D - OTHER ADJUSTMENTS:	
OXFAM AMERICA ACTION FUND EXPENSES	341,409.

PART V, COLUMN (A) AND (B), LINE 1E:

DURING FISCAL YEARS 2024 THROUGH 2026, OXFAM MOVED THE ENDOWMENT SPENDING POLICY FROM LINE 1B TO 1E TO REFLECT THE ENDOWMENT APPRECIATION THAT WAS MOVED INTO OPERATIONS AND PROGRAMMING AS ALLOWED BY THE SPENDING POLICY.

**SCHEDULE F
(Form 990)**(Rev. December 2024)
Department of the Treasury
Internal Revenue Service**Statement of Activities Outside the United States**

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

Attach to Form 990.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

OXFAM-AMERICA, INC.

Employer identification number

23-7069110

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

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

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
SUB-SAHARAN AFRICA	1	32	PROGRAM SERVICES	PROGRAMS TO SAVE LIVES AND OVERCOME POVERTY AND INJUSTICE	3,140,740.
CENTRAL AMERICA AND THE CARIBBEAN	1	1	PROGRAM SERVICES	PROGRAMS TO SAVE LIVES AND OVERCOME POVERTY AND INJUSTICE	9,607.
SUB-SAHARAN AFRICA	0	0	GRANTS		7,433,394.
EAST ASIA AND THE PACIFIC	0	0	GRANTS		3,814,138.
CENTRAL AMERICA AND THE CARIBBEAN	0	0	GRANTS		2,883,640.
EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	GRANTS		2,743,518.
MIDDLE EAST AND NORTH AFRICA	0	0	GRANTS		2,360,231.
SOUTH AMERICA	0	0	GRANTS		1,016,098.
3 a Subtotal	2	33			23,401,366.
b Total from continuation sheets to Part I	0	0			921,644.
c Totals (add lines 3a and 3b)	2	33			24,323,010.

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

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

Part I Continuation of Activities per Region. (Schedule F (Form 990), Part I, line 3)

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
SOUTH ASIA	0	0	GRANTS		598,500.
NORTH AMERICA	0	0	GRANTS		323,144.
Totals					921,644.

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

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	ECONOMIC AND RACIAL JUSTICE	162,500.	WIRE	0.		
		SUB-SAHARAN AFRICA	EXTRACTIVE INDUSTRIES	24,397.	WIRE	0.		
		SUB-SAHARAN AFRICA	CLIMATE JUSTICE	8,577.	WIRE	0.		
		SUB-SAHARAN AFRICA	CLIMATE JUSTICE	44,636.	WIRE	0.		
		SUB-SAHARAN AFRICA	EXTRACTIVE INDUSTRIES	52,144.	WIRE	0.		
		SUB-SAHARAN AFRICA	EXTRACTIVE INDUSTRIES	71,961.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	HUMANITARIAN	20,000.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	NATURAL RESOURCE JUSTICE	25,000.	WIRE	0.		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter 32

3 Enter total number of other organizations or entities 0

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		CENTRAL AMERICA AND THE CARIBBEAN	GLOBAL ENGAGEMENT AND PARTNERSHIP	193,000.	WIRE	0.		
		CENTRAL AMERICA AND THE CARIBBEAN	PRIVATE SECTOR	40,000.	WIRE	0.		
		SOUTH AMERICA	GLOBAL ENGAGEMENT AND PARTNERSHIP	307,000.	WIRE	0.		
		SOUTH AMERICA	NATURAL RESOURCE JUSTICE	314,598.	WIRE	0.		
		SOUTH AMERICA	STRATEGY & INSIGHTS HUB	25,000.	WIRE	0.		
		SUB-SAHARAN AFRICA	CLIMATE JUSTICE	17,470.	WIRE	0.		
		MIDDLE EAST AND NORTH AFRICA	GENDER JUSTICE AND INCLUSION HUB	57,895.	WIRE	0.		
		MIDDLE EAST AND NORTH AFRICA	GLOBAL ENGAGEMENT AND PARTNERSHIP	217,800.	WIRE	0.		
		MIDDLE EAST AND NORTH AFRICA	HUMANITARIAN	39,347.	WIRE	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	HUMANITARIAN	50,904.	WIRE	0.		
		SOUTH AMERICA	GLOBAL ENGAGEMENT AND PARTNERSHIP	116,750.	WIRE	0.		
		SOUTH AMERICA	PRIVATE SECTOR	20,000.	WIRE	0.		
		NORTH AMERICA	GENDER JUSTICE AND INCLUSION HUB	25,000.	WIRE	0.		
		SUB-SAHARAN AFRICA	GENDER JUSTICE AND INCLUSION HUB	42,447.	WIRE	0.		
		SOUTH AMERICA	CLIMATE JUSTICE	55,000.	WIRE	0.		
		SOUTH AMERICA	GLOBAL ENGAGEMENT AND PARTNERSHIP	100,000.	WIRE	0.		
		SOUTH AMERICA	PRIVATE SECTOR	25,000.	WIRE	0.		
		SOUTH AMERICA	ACCOUNTABLE GOVERNANCE	44,750.	WIRE	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EUROPE (INCLUDING ICELAND & GREENLAND)	ECONOMIC AND RACIAL JUSTICE	20,000.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	GLOBAL ENGAGEMENT AND PARTNERSHIP	114,040.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	HUMANITARIAN	913,303.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	PRIVATE SECTOR	318,254.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	HUMANITARIAN	1072997.	WIRE	0.		
		MIDDLE EAST AND NORTH AFRICA	CLIMATE JUSTICE	50,000.	WIRE	0.		
		MIDDLE EAST AND NORTH AFRICA	HUMANITARIAN	1344173.	WIRE	0.		
		SOUTH ASIA	HUMANITARIAN	598,500.	WIRE	0.		
		SUB-SAHARAN AFRICA	FOOD SYSTEMS	14,538.	WIRE	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	GENDER JUSTICE AND INCLUSION HUB	128,859.	WIRE	0.		
		SUB-SAHARAN AFRICA	GLOBAL ENGAGEMENT AND PARTNERSHIP	630,400.	WIRE	0.		
		SUB-SAHARAN AFRICA	HUMANITARIAN	1437560.	WIRE	0.		
		SUB-SAHARAN AFRICA	NATURAL RESOURCE JUSTICE	393,619.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	GLOBAL ENGAGEMENT AND PARTNERSHIP	55,000.	WIRE	0.		
		SUB-SAHARAN AFRICA	CLIMATE JUSTICE	100,000.	WIRE	0.		
		SUB-SAHARAN AFRICA	GENDER JUSTICE AND INCLUSION HUB	35,000.	WIRE	0.		
		SUB-SAHARAN AFRICA	GLOBAL ENGAGEMENT AND PARTNERSHIP	399,725.	WIRE	0.		
		SUB-SAHARAN AFRICA	HUMANITARIAN	60,000.	WIRE	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	NATURAL RESOURCE JUSTICE	80,300.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	HUMANITARIAN	31,500.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	HUMANITARIAN	638,651.	WIRE	0.		
		CENTRAL AMERICA AND THE CARIBBEAN	GENDER JUSTICE AND INCLUSION HUB	200,438.	WIRE	0.		
		CENTRAL AMERICA AND THE CARIBBEAN	GLOBAL ENGAGEMENT AND PARTNERSHIP	853,656.	WIRE	0.		
		CENTRAL AMERICA AND THE CARIBBEAN	HUMANITARIAN	1471546.	WIRE	0.		
		CENTRAL AMERICA AND THE CARIBBEAN	NATURAL RESOURCE JUSTICE	60,000.	WIRE	0.		
		CENTRAL AMERICA AND THE CARIBBEAN	PRIVATE SECTOR	40,000.	WIRE	0.		
		CENTRAL AMERICA AND THE CARIBBEAN	STRATEGY & INSIGHTS HUB	25,000.	WIRE	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EUROPE (INCLUDING ICELAND & GREENLAND)	ECONOMIC AND RACIAL JUSTICE	5,700.	WIRE	0.		
		NORTH AMERICA	GENDER JUSTICE AND INCLUSION HUB	142,544.	WIRE	0.		
		SUB-SAHARAN AFRICA	HUMANITARIAN	272,728.	WIRE	0.		
		SUB-SAHARAN AFRICA	NATURAL RESOURCE JUSTICE	41,000.	WIRE	0.		
		SUB-SAHARAN AFRICA	HUMANITARIAN	335,000.	WIRE	0.		
		NORTH AMERICA	ECONOMIC AND RACIAL JUSTICE	38,850.	WIRE	0.		
		NORTH AMERICA	GLOBAL ENGAGEMENT AND PARTNERSHIP	116,750.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	ECONOMIC AND RACIAL JUSTICE	290,000.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	GLOBAL ENGAGEMENT AND PARTNERSHIP	75,000.	WIRE	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EUROPE (INCLUDING ICELAND & GREENLAND)	HUMANITARIAN	227,273.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	PRIVATE SECTOR	44,035.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	AID EFFECTIVENESS	9,121.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	FOOD SYSTEMS	10,000.	WIRE	0.		
		MIDDLE EAST AND NORTH AFRICA	GLOBAL ENGAGEMENT AND PARTNERSHIP	180,000.	WIRE	0.		
		MIDDLE EAST AND NORTH AFRICA	HUMANITARIAN	450,000.	WIRE	0.		
		SUB-SAHARAN AFRICA	FOOD SYSTEMS	49,529.	WIRE	0.		
		SUB-SAHARAN AFRICA	GLOBAL ENGAGEMENT AND PARTNERSHIP	430,117.	WIRE	0.		
		SUB-SAHARAN AFRICA	HUMANITARIAN	590,828.	WIRE	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	NATURAL RESOURCE JUSTICE	227,550.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	CLIMATE JUSTICE	21,996.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	ECONOMIC AND RACIAL JUSTICE	70,000.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	GENDER JUSTICE AND INCLUSION HUB	10,000.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	GLOBAL ENGAGEMENT AND PARTNERSHIP	100,000.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	HUMANITARIAN	531,500.	WIRE	0.		
		SUB-SAHARAN AFRICA	GLOBAL ENGAGEMENT AND PARTNERSHIP	100,000.	WIRE	0.		
		SUB-SAHARAN AFRICA	PRIVATE SECTOR	50,000.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	HUMANITARIAN	366,586.	WIRE	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EUROPE (INCLUDING ICELAND & GREENLAND)	NATURAL RESOURCE JUSTICE	12,000.	WIRE	0.		
		SUB-SAHARAN AFRICA	ECONOMIC AND RACIAL JUSTICE	18,692.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	AID EFFECTIVENESS	40,000.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	CLIMATE JUSTICE	66,684.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	ECONOMIC AND RACIAL JUSTICE	452,500.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	FOOD SYSTEMS	15,000.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	GENDER JUSTICE AND INCLUSION HUB	15,000.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	HUMANITARIAN	42,920.	WIRE	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	STRATEGY & INSIGHTS HUB	938,597.	WIRE	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		MIDDLE EAST AND NORTH AFRICA	HUMANITARIAN	21,016.	WIRE	0.		
		SOUTH AMERICA	ACCOUNTABLE GOVERNANCE	8,000.	WIRE	0.		
		SUB-SAHARAN AFRICA	ECONOMIC AND RACIAL JUSTICE	110,000.	WIRE	0.		
		SUB-SAHARAN AFRICA	GENDER JUSTICE AND INCLUSION HUB	1131138.	WIRE	0.		
		SUB-SAHARAN AFRICA	HUMANITARIAN	15,000.	WIRE	0.		
		SUB-SAHARAN AFRICA	CLIMATE JUSTICE	8,393.	WIRE	0.		
		SUB-SAHARAN AFRICA	EXTRACTIVE INDUSTRIES	11,014.	WIRE	0.		
		SUB-SAHARAN AFRICA	EXTRACTIVE INDUSTRIES	14,418.	WIRE	0.		
		SUB-SAHARAN AFRICA	HUMANITARIAN	269,803.	WIRE	0.		

Part III

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

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)

Part IV Foreign Forms

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

Part V Supplemental Information

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

PART I, LINE 2:

PROGRAM OFFICERS MEET WITH PARTNERS AND VISIT THE PROJECT REGULARLY TO ASSESS WHETHER THE FUNDS HAVE BEEN USED FOR THE INTENDED PURPOSE. PROGRAM AND FINANCIAL EXPENDITURE REPORTS ARE ALSO PREPARED BY THE PARTNERS IN CONJUNCTION WITH LOCAL PROGRAM OFFICERS. FINAL REPORTS ARE COMPLETED BY PARTNERS AND SUBMITTED TO OXFAM AMERICA UPON COMPLETION OF THE PROJECT. PROJECTS MAY BE AUDITED AS NEEDED OR AS REQUIRED BY CONTRACT PROVISION. THERE ARE NO AUDIT THRESHOLDS EXCEPT AS REQUIRED BY CONTRACT. AUDITS CAN BE CONDUCTED AT THE DISCRETION OF THE REGIONAL OFFICE AND ARE BASED ON THE REGIONAL DIRECTOR AND COUNTRY DIRECTOR'S DISCRETION. ALL FINANCIALS, CONTRACTS, AND NARRATIVE REPORTS ARE STORED IN OXFAM AMERICA'S GRANT MANAGEMENT SYSTEM.

SCHEDULE F:

THE CHAIRPERSON OF OA'S BOARD IS A MEMBER OF THE OXFAM INTERNATIONAL (OI) ASSEMBLY AND THE AFFILIATE BUSINESS MEETING (ABM), TWO BODIES WITHIN THE NEW GOVERNANCE OF THE CONFEDERATION THAT WENT INTO EFFECT IN JULY 2021. IN ADDITION, ONE OA BOARD MEMBER IS A MEMBER OF THE OI SUPERVISORY BOARD, AND THE EXECUTIVE DIRECTOR OF EACH AFFILIATE IS A MEMBER OF THE EXECUTIVE DIRECTOR'S FORUM (EDF). AS MEMBERS OF THE OI CONFEDERATION, EACH OXFAM AFFILIATE IS REQUIRED TO MAKE A COLLECTIVE FUNDING MECHANISM (CFM) CONTRIBUTION TO OI ON AN ANNUAL BASIS. THE CFM CONTRIBUTION TO OI ARE UNRESTRICTED RESOURCES THAT FUND CORE OPERATIONS OF OXFAM COUNTRY AND REGIONAL PROGRAM OFFICES AROUND THE WORLD, THE GLOBAL HUMANITARIAN TEAM (GHT) AND THE OPERATIONS OF OI SECRETARIAT. OA PAYMENTS TO OI FOR THE CFM TOTALED \$6,588,000 AND \$7,760,000 AT MARCH 31, 2026 AND 2025 RESPECTIVELY.

OA MADE GRANTS AND OTHER PAYMENTS OF \$19,693,000 AND \$18,767,000 TO OI AND OXFAM AFFILIATES AND RECEIVED \$703,000 AND \$580,000 FOR THE YEARS ENDED MARCH 31, 2026 AND 2025, RESPECTIVELY, FROM OI AFFILIATED ORGANIZATIONS FOR PROGRAM ACTIVITIES. OA HAS CONTRIBUTIONS RECEIVABLE FROM OI AFFILIATED ORGANIZATIONS OF APPROXIMATELY \$139,000 AND \$516,000 AT MARCH 31, 2026 AND 2025, RESPECTIVELY. OA ALSO HAS GRANTS PAYABLE TO OI AFFILIATED ORGANIZATIONS OF APPROXIMATELY \$1,475,000 AND \$5,930,000 AT MARCH 31, 2026 AND 2025, RESPECTIVELY.

SCHEDULE G
(Form 990)

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

Supplemental Information Regarding Fundraising or Gaming Activities
Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047
Open to Public Inspection

Name of the organization: OXFAM-AMERICA, INC.
Employer identification number: 23-7069110

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

- 1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.
a [X] Mail solicitations
b [X] Internet and email solicitations
c [X] Phone solicitations
d [X] In-person solicitations
e [X] Solicitation of nongovernment grants
f [] Solicitation of government grants
g [] Special fundraising events
- 2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? [X] Yes [] No
b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

Table with 6 columns: (i) Name and address of individual or entity (fundraiser), (ii) Activity, (iii) Did fundraiser have custody or control of contributions?, (iv) Gross receipts from activity, (v) Amount paid to (or retained by) fundraiser listed in col. (i), (vi) Amount paid to (or retained by) organization. Includes entries for GIVEBRIDGE INC, BUREN, SUITE 1100, CHICAGO, A.B. DATA LTD., MAL WARWICK DONORDIGITAL, PUBLIC OUTREACH FUNDRAISING, LLC, GLOBALFACES DIRECT, NORTH CROSS DR, SUITE 190, DVCANVASS, LLC, AMERICA DRIVE SUITE 2000, MULTIPLY STRATEGIES, LINCOLN AVENUE, SAINT PAUL.

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

AL, AK, AZ, AR, CA, CO, CT, DE, FL, GA, HI, ID, IL, IN, IA, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO
MT, NE, NV, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VT, VA, WA, DC, WV, WI
WY

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

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

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

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

9 Enter the state(s) in which the organization conducts gaming activities: _____

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

b If "No," explain: _____

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

b If "Yes," explain: _____

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

Name _____

Address _____

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

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

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

Name _____

Address _____

- 16** Gaming manager information:

Name _____

Gaming manager compensation \$ _____

Description of services provided _____

☐ Director/officer ☐ Employee ☐ Independent contractor

- 17** Mandatory distributions:

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

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

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

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

(I) NAME OF FUNDRAISER: GIVEBRIDGE INC

(I) ADDRESS OF FUNDRAISER: 550 W. VAN BUREN, SUITE 1100, CHICAGO, IL 60607

(I) NAME OF FUNDRAISER: A.B. DATA LTD.

(I) ADDRESS OF FUNDRAISER: P.O. BOX 170062, MILWAUKEE, WI 53217-8000

(I) NAME OF FUNDRAISER: MAL WARWICK DONORDIGITAL

(I) ADDRESS OF FUNDRAISER:
2550 NINTH STREET, SUITE 103, BERKELEY, CA 94710

(I) NAME OF FUNDRAISER: PUBLIC OUTREACH FUNDRAISING, LLC

(I) ADDRESS OF FUNDRAISER: 672 S LA FAYETTE PARK PL, LOS ANGELES, CA 90057

(I) NAME OF FUNDRAISER: GLOBALFACES DIRECT

(I) ADDRESS OF FUNDRAISER:

Part IV Supplemental Information *(continued)*

16905 NORTHCROSS DR, SUITE 190, HUNTERSVILLE, NC 28078

(I) NAME OF FUNDRAISER: DVCANVASS, LLC

(I) ADDRESS OF FUNDRAISER:

11710 PLAZA AMERICA DRIVE SUITE 2000, RESTON, VA 20190

(I) NAME OF FUNDRAISER: MULTIPLY STRATEGIES

(I) ADDRESS OF FUNDRAISER: 1478 LINCOLN AVENUE, SAINT PAUL, MN 55105

**SCHEDULE I
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

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

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

Attach to Form 990.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

OXFAM-AMERICA, INC.

Employer identification number

23-7069110

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ **Yes** ☐ **No**

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
9TO5 NATIONAL ASSOCIATION OF WORKING WOMEN INC. - 207 E BUFFALO STREET STE 211 - MILWAUKEE, WI 53202	34-1246311	501(C)(3)	10,000.	0.			ECONOMIC AND RACIAL JUSTICE
CAROLINA AMAZONIANS UNITED FOR SOLIDARITY & EMPOWERMENT - 2206 CHAUTAUQUA AVENUE, SUITE B - DURHAM, NC 27707	93-3590649	501(C)(5)	15,000.	0.			ECONOMIC AND RACIAL JUSTICE
COLLECTIVE EDUCATION FUND 600 PENNSYLVANIA AVE SE#15845 WASHINGTON, DC 20003	83-1632428	501(C)(3)	10,000.	0.			HUMANITARIAN
DEMOCRACY IN ACTION 3901 MACARTHUR BLVD. UNIT 6452 NEW ORLEANS, LA 70174	92-3267159	501(C)(3)	26,000.	0.			ECONOMIC AND RACIAL JUSTICE
DEPENDABLE SOURCE CORP CENTER FOR COMMUNITY & WORKFORCE DEVELOPMENT - 1230 RAYMOND ROAD - JACKSON, MS 39204	46-5456087	501(C)(3)	10,000.	0.			GENDER JUSTICE AND INCLUSION HUB
FEDERATION OF SOUTHERN COOPERATIVES/LAND ASSISTANCE FUND - 2769 CHURCH STREET - EAST POINT, GA 30344	58-1026695	501(C)(3)	19,800.	0.			ECONOMIC AND RACIAL JUSTICE

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **14.**

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

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

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

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FORWARD JUSTICE 1 COPLEY PARKWAY, STE 302 MORRISVILLE, NC 27560	81-2450800	501(C)(3)	10,000.	0.			ECONOMIC AND RACIAL JUSTICE
MISSISSIPPI JOURNALISM AND EDUCATION GROUP - 125 S CONGRESS ST, STE 1324 - JACKSON, MS 39201	85-1403937	501(C)(3)	10,000.	0.			ECONOMIC AND RACIAL JUSTICE
NATIONAL COALITION ON BLACK CIVIC PARTICIPATION - 1300 L STREET, NW, 2ND FLOOR, SUITE NO. 200 - WASHINGTON, DC 20005	52-1253112	501(C)(3)	20,000.	0.			ECONOMIC AND RACIAL JUSTICE
NEW ALPHA COMMUNITY DEVELOPMENT CORPORATION - 1528 PARLOMAR PARKWAY - FLORENCE, SC 29506	47-3582552	501(C)(3)	10,000.	0.			ECONOMIC AND RACIAL JUSTICE
PENNSYLVANIA POLICY CENTER 922 N. 3RD STREET HARRISBURG, PA 17102	92-2499848	501(C)(3)	14,000.	0.			ECONOMIC AND RACIAL JUSTICE
TALLGRASS INSTITUTE 2150 ALLSTON WAY, SUITE 460 BERKELEY, CA 94704	94-2889684	501(C)(3)	25,000.	0.			NATURAL RESOURCE JUSTICE
UNITED FOR RESPECT EDUCATION FUND 2108 N ST, STE 4231 SACRAMENTO, CA 95816	13-3885314	501(C)(3)	15,000.	0.			ECONOMIC AND RACIAL JUSTICE
VOTE TO LIVE FOUNDATION 600 PENNSYLVANIA AVE SE#15845 WASHINGTON, DC 20003	99-3916339	501(C)(3)	12,500.	0.			ECONOMIC AND RACIAL JUSTICE
WORKPLACE JUSTICE PROJECT C/O INVEST IN LOUISIANA - 509 ST. LOUIS STREET - BATON ROUGE, LA 70802	99-1981476	501(C)(3)	10,000.	0.			ECONOMIC AND RACIAL JUSTICE

Schedule I (Form 990)

Part III

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

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

Part IV

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

PART I, LINE 2:

PROGRAM OFFICERS MEET WITH PARTNERS AND VISIT THE PROJECT REGULARLY TO ASSESS WHETHER THE FUNDS HAVE BEEN USED FOR THE INTENDED PURPOSE. PROGRAM AND FINANCIAL EXPENDITURE REPORTS ARE ALSO PREPARED BY THE PARTNERS IN CONJUNCTION WITH LOCAL PROGRAM OFFICERS. FINAL REPORTS ARE COMPLETED BY PARTNERS AND SUBMITTED TO OXFAM AMERICA UPON COMPLETION OF THE PROJECT. PROJECTS MAY BE AUDITED AS NEEDED OR AS REQUIRED BY CONTRACT PROVISION. THERE ARE NO AUDIT THRESHOLDS EXCEPT AS REQUIRED BY CONTRACT. AUDITS ARE CONDUCTED AT THE DISCRETION OF THE REGIONAL OFFICE AND ARE BASED ON THE REGIONAL DIRECTOR AND COUNTRY DIRECTOR'S DISCRETION. ALL FINANCIALS, CONTRACTS, AND NARRATIVE REPORTS ARE STORED IN OXFAM AMERICA'S GRANT MANAGEMENT SYSTEM.

**SCHEDULE J
(Form 990)**

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

Compensation Information

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

OXFAM-AMERICA, INC.

Employer identification number

23-7069110

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| ☐ First-class or charter travel | ☐ Housing allowance or residence for personal use |
| ☐ Travel for companions | ☐ Payments for business use of personal residence |
| ☐ Tax indemnification and gross-up payments | ☐ Health or social club dues or initiation fees |
| ☐ Discretionary spending account | ☐ Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|---|---|
| ☒ Compensation committee | ☐ Written employment contract |
| ☒ Independent compensation consultant | ☒ Compensation survey or study |
| ☒ Form 990 of other organizations | ☒ Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

a Receive a severance payment or change-of-control payment?

b Participate in or receive payment from a supplemental nonqualified retirement plan?

c Participate in or receive payment from an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

a The organization?

b Any related organization?

If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

a The organization?

b Any related organization?

If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Yes No

1b

2

4a

4b

4c

5a

5b

6a

6b

7

8

9

X

X

X

X

X

X

X

X

X

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

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

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) MAXMAN, ABBY PRESIDENT & CEO	(i)	455,341.	0.	12,720.	17,500.	39,737.	525,298.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) CUMMINGS, GINA VP OF POLICY & PRACTICE	(i)	274,645.	0.	7,679.	13,689.	39,957.	335,970.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) KURMANN, THOMAS VP RESOURCE DEVELOPMENT	(i)	274,495.	0.	7,833.	14,069.	38,926.	335,323.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) MUTASAH, TAWANDA EXEC. REP. CONFED. (UNTIL 1/3/26)	(i)	262,022.	0.	7,469.	13,393.	35,671.	318,555.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) TSONGAS, ASHLEY VP OF OPERATIONS & RISK MGMT.	(i)	220,415.	0.	6,433.	11,691.	43,738.	282,277.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) ROONEY, ALISSA VP PUBLIC ENGAGEMENT	(i)	232,239.	0.	6,291.	11,517.	16,172.	266,219.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) LAWSON-LARTEGO, LATE SR. DIR., STRATEGY & INSIGHTS HUB	(i)	202,253.	0.	138.	10,383.	35,081.	247,855.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) CRONAN, CYNTHIA CFO / ASST. TREASURER	(i)	213,528.	0.	396.	10,772.	13,084.	237,780.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) HARRIS, DEBORAH CHIEF PEOPLE OFFICER	(i)	212,218.	0.	258.	10,654.	13,059.	236,189.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) TAMIR, IRIT SR. DIR. PRIVATE SEC & LEGAL ADVISOR	(i)	187,818.	0.	283.	9,774.	37,394.	235,269.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) SCRIBNER, SHANNON CHIEF OF STAFF / ASST. SECRETARY	(i)	187,695.	0.	258.	9,669.	35,748.	233,370.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) ABBAS, FARAH SR. DIR., TECH. & INFO MGMT.	(i)	183,918.	0.	138.	9,600.	38,980.	232,636.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(13) RAMISETTY, ALIVELU SR. DIR., GENDER & CLIMATE JUSTICE	(i)	190,778.	0.	258.	9,725.	24,080.	224,841.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(14) CLACK, MARK SR. DIR., GOV. REL. & PUBLIC POLICY	(i)	190,825.	0.	396.	9,637.	13,219.	214,077.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(15) MALLETT, KENNETH DIR., MARKETING STRATEGY	(i)	188,455.	0.	396.	9,524.	13,601.	211,976.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							

Part III Supplemental Information

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

COMPENSATION FOR OXFAM AMERICA EXECUTIVES IS SET BY A COMPENSATION
COMMITTEE COMPRISED OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS.
THE COMMITTEE ENGAGES QUALIFIED INDEPENDENT CONSULTANTS BIENNIALY TO
ENSURE THAT TOTAL EXECUTIVE COMPENSATION IS BOTH COMPETITIVE AND
REASONABLE AS COMPARED TO MARKET, THAT IT CONFORMS TO IRS GUIDELINES,
AND WOULD NOT BE CONSIDERED EXCESSIVE UNDER INTERMEDIATE SANCTIONS
PROVISIONS CONTAINED IN SECTION 4958 OF THE INTERNAL REVENUE CODE.

AS OF NOVEMBER 1, 2010, BASED ON RECOMMENDATIONS OF INDEPENDENT
CONSULTANTS, THE COMPENSATION COMMITTEE DECIDED TO INSTITUTE A BENEFIT
PROGRAM WHICH REQUIRES EXECUTIVES TO INVEST AFTER TAX INCOME INTO ONE
OF A LIMITED NUMBER OF THIRD PARTY BENEFIT PLANS. THE AFTER-TAX AMOUNT
ASSOCIATED WITH THE PROGRAM IS INCLUDED AS REPORTABLE W-2 COMPENSATION
IN PART VII, AND IN SCHEDULE J, PART II, COLUMN B (III), OTHER
REPORTABLE COMPENSATION.

SCHEDULE M
(Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

Complete if the organizations answered "Yes" on Form 990, Part IV, line 29 or 30.
Attach to Form 990.

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

OMB No. 1545-0047

2025

Open to Public
Inspection

Name of the organization

OXFAM-AMERICA, INC.

Employer identification number

23-7069110

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	168	1,718,706.	
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other ...				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (.....)				
26 Other (.....)				
27 Other (.....)				
28 Other (.....)				

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

29

0

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

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

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

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

b If "Yes," describe in Part II.

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

Yes No

30a		X
31	X	
32a		X

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

Schedule M (Form 990) 2025 Created 12/29/25

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

THE AMOUNT IN COLUMN (B) REPRESENTS THE NUMBER OF GIFTS RECEIVED.

SCHEDULE O
(Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization	Employer identification number
OXFAM-AMERICA, INC.	23-7069110

FORM 990, PART I, LINE 5:
THE NUMBER OF INDIVIDUALS EMPLOYED DURING CALENDAR YEAR 2025 REPORTED
ON PART I, LINE 5 DIFFERS FROM THE NUMBER REPORTED ON PART V, LINE 2A.
PART I, LINE 5 INCLUDES BOTH U.S.-BASED EMPLOYEES AND EMPLOYEES OF THE
ORGANIZATION'S FOREIGN BRANCH OPERATIONS, WHEREAS PART V, LINE 2A
REPORTS ONLY EMPLOYEES WHOSE COMPENSATION IS REPORTED ON FORM W-3. AS A
RESULT, FOREIGN BRANCH EMPLOYEES ARE INCLUDED IN PART I, LINE 5 BUT ARE
NOT INCLUDED IN PART V, LINE 2A.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

PUBLIC EDUCATION: IN THE PAST YEAR OXFAM COMMUNICATED TO THE PUBLIC
ABOUT ISSUES SUCH AS ECONOMIC JUSTICE, CLIMATE ACTION, GENDER JUSTICE,
AND HUMANITARIAN RESPONSES. SPECIFIC EXAMPLES OF THESE ISSUES INCLUDE
THE ONGOING CONFLICT IN GAZA, WORKERS' RIGHTS, TAXING THE ULTRAWEALTHY,
THE IMPORTANCE OF LIFESAVING AID AND LOCAL HUMANITARIAN LEADERSHIP.
EXPENSES \$ 6,937,304. INCLUDING GRANTS OF \$ 7,000. REVENUE \$ 0.

FORM 990, PART VI, SECTION B, LINE 11B:
THE 990 IS PREPARED BY AN INDEPENDENT ACCOUNTING FIRM WITH INFORMATION
PROVIDED BY OA'S FINANCE DEPARTMENT UNDER DIRECTION OF THE CHIEF FINANCIAL
OFFICER. THE COMPLETED RETURN IS REVIEWED BY OA'S CHIEF FINANCIAL OFFICER,
AND SUBMITTED FOR REVIEW TO THE AUDIT COMMITTEE OF THE BOARD OF DIRECTORS.
FORM 990 WAS PROVIDED TO THE FULL BOARD BEFORE FILING.

FORM 990, PART VI, SECTION B, LINE 12C:
ALL BOARD MEMBERS, OFFICER, AND KEY EMPLOYEES ARE EXPECTED TO REVEAL ANY
POTENTIAL CONFLICT OF INTEREST. ALL BOARD MEMBERS, OFFICERS, AND KEY
EMPLOYEES SIGN A STATEMENT ANNUALLY, VERIFYING THAT THEY HAVE REVIEWED OA'S
CONFLICT OF INTEREST POLICY AND HAVE DISCLOSED ANY ACTIVITY WHICH
CONTRAVENES THE POLICY. DURING THE COURSE OF DELIBERATIONS, IF A DIRECTOR
FINDS THAT THEY HAVE A CONFLICT OF INTEREST ON A MATTER AT HAND, THEY MUST
DECLARE IT AND EXCUSE THEMSELVES FROM THE DELIBERATIONS TO ALLOW THE OTHER
DIRECTORS PRESENT TO DETERMINE THE BEST COURSE OF ACTION.

FORM 990, PART VI, SECTION B, LINE 15:
COMPENSATION FOR OXFAM AMERICA EXECUTIVES IS SET BY A COMPENSATION
COMMITTEE COMPRISED OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS. THE
COMMITTEE REGULARLY ENGAGES QUALIFIED INDEPENDENT CONSULTANTS TO ENSURE
THAT TOTAL EXECUTIVE COMPENSATION IS BOTH COMPETITIVE AND REASONABLE AS
COMPARED TO MARKET, THAT IT CONFORMS TO IRS GUIDELINES, AND WOULD NOT BE
CONSIDERED EXCESSIVE UNDER INTERMEDIATE SANCTIONS PROVISIONS CONTAINED IN
SECTION 4958 OF THE INTERNAL REVENUE CODE. THE LAST STUDY WAS COMPLETED IN
JUNE OF 2026.

AS OF NOVEMBER 1, 2010, BASED ON RECOMMENDATIONS OF INDEPENDENT
CONSULTANTS, THE COMPENSATION COMMITTEE DECIDED TO INSTITUTE A BENEFIT
PROGRAM WHICH REQUIRES EXECUTIVES TO INVEST AFTER TAX INCOME INTO ONE OF A
LIMITED NUMBER OF THIRD PARTY BENEFIT PLANS. THE AFTER-TAX AMOUNT
ASSOCIATED WITH THE PROGRAM IS INCLUDED AS REPORTABLE W-2 COMPENSATION IN
PART VII, AND IN SCHEDULE J, PART II, COLUMN B (III), OTHER REPORTABLE
COMPENSATION.

Name of the organization	Employer identification number
OXFAM-AMERICA, INC.	23-7069110

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

AL,AK,AZ,AR,CA,CO,CT,DE,FL,GA,HI,ID,IL,IA,KS,KY,LA,MA,ME,MD,MI,MN,MS,MO,MT
NE,NV,NH,NJ,NM,NY,NC,ND,OH,OK,OR,PA,RI,SC,SD,TN,TX,UT,VT,VA,WA,DC,WV,WI,WY

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

FINANCIAL STATEMENTS AND FORMS 990 WITHOUT SCHEDULE B ARE AVAILABLE ON THE
OXFAM AMERICA WEBSITE AT [HTTP://WWW.OXFAMAMERICA.ORG](http://WWW.OXFAMAMERICA.ORG) IN THE "ABOUT US"
SECTION OF THE SITE. FINANCIAL INFORMATION IS ALSO AVAILABLE AT
WWW.GUIDESTAR.ORG AND WWW.CHARITYNAVIGATOR.ORG AND MASSACHUSETTS ATTORNEY
GENERAL'S WEBSITE. OA WILL PROVIDE COPIES OF ITS GOVERNING DOCUMENTS AND
CONFLICT OF INTEREST POLICY UPON REQUEST. THE ORGANIZATION'S FORMS 990 ARE
AVAILABLE TO THE PUBLIC FOR THE SAME PERIOD OF DISCLOSURE AS SET FORTH IN
SECTION 6104(D).

FORM 990, PART IX, LINE 24A:

AS MEMBERS OF THE OI CONFEDERATION, EACH OXFAM AFFILIATE IS REQUIRED TO
MAKE A COLLECTIVE FUNDING MECHANISM (CFM) CONTRIBUTION TO OI ON AN
ANNUAL BASIS. THE CFM CONTRIBUTION TO OI ARE UNRESTRICTED RESOURCES
THAT FUND CORE OPERATIONS OF OXFAM COUNTRY AND REGIONAL PROGRAM OFFICES
AROUND THE WORLD, THE GLOBAL HUMANITARIAN TEAM (GHT) AND THE OPERATIONS
OF OI SECRETARIAT. OA PAYMENTS TO OI FOR THE CFM TOTALED \$6,588,000.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

CHANGE IN VALUE OF SPLIT INTEREST AGREEMENTS 679,207.

**SCHEDULE R
(Form 990)**

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service**Related Organizations and Unrelated Partnerships**

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

Attach to Form 990.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

OXFAM-AMERICA, INC.

Employer identification number

23-7069110

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

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
OXFAM AMERICA REAL ESTATE, LLC - 06-1509938 77 NORTH WASHINGTON STREET, SUITE 500 BOSTON, MA 02114	RECEIVE AND HOLD DONATED REAL ESTATE	MASSACHUSETTS	0.	0.	OXFAM AMERICA
WISE WOMEN'S EMPOWERMENT MANAGEMENT COMPANY, LLC - 00-1125303, 77 NORTH WASHINGTON STREET, SUITE 500, BOSTON, MA 02114	MGMT SVCS TO WISE FUND LLC	MASSACHUSETTS	0.	89,274.	OXFAM AMERICA

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
OXFAM AMERICA ACTION FUND - 20-1971032 77 NORTH WASHINGTON STREET, SUITE 500 BOSTON, MA 02114	LOBBYING	MASSACHUSETTS	501(C)(4)		OXFAM AMERICA, INC.	X	

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

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

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
CHARITABLE REMAINDER UNITRUST (3)	CHARITABLE TRUST	MA	OXFAM AMERICA, INC.	TRUST				X	

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

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) OXFAM AMERICA ACTION FUND	O	158,352.	FAIR VALUE
(2) OXFAM AMERICA ACTION FUND	Q	69,377.	FAIR VALUE
(3) OXFAM AMERICA ACTION FUND	N	4,314.	FAIR VALUE
(4)			
(5)			
(6)			

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

[illegible]

Part VII

Supplemental Information

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

FORM 990, SCHEDULE R, PART I:

IN JANUARY 2014, OXFAM ESTABLISHED A MASSACHUSETTS LIMITED LIABILITY COMPANY, WISE WOMEN'S EMPOWERMENT MANAGEMENT COMPANY, LLC ("WISE MANAGEMENT") TO SERVE AS MANAGER FOR THE WISE WOMEN'S EMPOWERMENT FUND I, LLC ("WISE FUND") (AN INVESTMENT FUND PROVIDING CREDIT GUARANTEES FOR WOMEN OWNED SMALL BUSINESSES IN GUATEMALA IN WHICH OXFAM WILL HAVE A MINORITY INTEREST). WISE MANAGEMENT AND WISE FUND COMMENCED OPERATIONS IN JULY 2014. THE WISE FUND WAS CLOSED IN 2023 AND OA IS IN THE PROCESS OF DE-REGISTRATION IN GUATEMALA.