

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form **990**

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

2022

Department of the Treasury
Internal Revenue Service

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

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

Open to Public Inspection

A For the 2022 calendar year, or tax year beginning **JUL 1, 2022** and ending **JUN 30, 2023**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization GREATER BOSTON LEGAL SERVICES, INC. Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite 197 FRIEND STREET City or town, state or province, country, and ZIP or foreign postal code BOSTON, MA 02114 F Name and address of principal officer: JACQUELYNNE BOWMAN SAME AS C ABOVE	D Employer identification number 04-2103907 E Telephone number 617-371-1234 G Gross receipts \$ 35,484,529. H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions H(c) Group exemption number
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		
J Website: WWW.GBLS.ORG		
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		
L Year of formation: 1900		M State of legal domicile: MA

Part I Summary

1	Briefly describe the organization's mission or most significant activities: TO PROVIDE FREE, NON-CRIMINAL LEGAL ASSISTANCE TO THE POOR TO HELP THEM SECURE SOME OF THE MOST	
2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.	
3	Number of voting members of the governing body (Part VI, line 1a)	3 83
4	Number of independent voting members of the governing body (Part VI, line 1b)	4 82
5	Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5 221
6	Total number of volunteers (estimate if necessary)	6 83
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.
8	Contributions and grants (Part VIII, line 1h)	10,143,519. 26,172,037.
9	Program service revenue (Part VIII, line 2g)	97,302. 114,187.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	59,907. 1,245,274.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	32,290. -1,727.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	10,333,018. 27,529,771.
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	249,942. 1,029,177.
14	Benefits paid to or for members (Part IX, column (A), line 4)	0. 0.
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	8,203,603. 19,164,363.
16a	Professional fundraising fees (Part IX, column (A), line 11e)	0. 0.
b	Total fundraising expenses (Part IX, column (D), line 25) 842,400.	
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	1,653,146. 3,126,662.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	10,106,691. 23,320,202.
19	Revenue less expenses. Subtract line 18 from line 12	226,327. 4,209,569.
20	Total assets (Part X, line 16)	36,574,976. 43,130,163.
21	Total liabilities (Part X, line 26)	2,839,227. 3,187,038.
22	Net assets or fund balances. Subtract line 21 from line 20	33,735,749. 39,943,125.

Part II Signature Block

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

Sign Here	Signature of officer JACQUELYNNE BOWMAN, EXECUTIVE DIRECTOR Type or print name and title	Date
Paid Preparer Use Only	Print/Type preparer's name DAVID KELLEHER, CPA	Preparer's signature DAVID KELLEHER, CPA
	Firm's name AAFCPAS, INC.	Date 03/22/24
	Firm's address 50 WASHINGTON STREET WESTBOROUGH, MA 01581	Check if self-employed <input type="checkbox"/> PTIN P01059560
		Firm's EIN 04-2571780 Phone no. 508-366-9100

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

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [X]

1 Briefly describe the organization's mission: GREATER BOSTON LEGAL SERVICES (GBLS) IS THE PRIMARY PROVIDER OF FREE CIVIL (NON-CRIMINAL) LEGAL ASSISTANCE TO THE ALMOST 341,000 LOW-INCOME PERSONS LIVING IN METROPOLITAN BOSTON TO HELP THEM SECURE SOME OF THE MOST BASIC NECESSITIES OF LIFE.

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 [X] 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 [X] 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 \$ 20,410,950. including grants of \$ 1,029,177.) (Revenue \$ 114,187.) GREATER BOSTON LEGAL SERVICES (GBLS) IS THE PRIMARY PROVIDER OF FREE CIVIL (NON-CRIMINAL) LEGAL ASSISTANCE FOR THE ALMOST 339,000 LOW-INCOME PERSONS LIVING IN METROPOLITAN BOSTON TO HELP THEM SECURE SOME OF THE MOST BASIC NECESSITIES OF LIFE. OUR CLIENTS ARE HOMELESS FAMILIES SEEKING ACCESS TO EMERGENCY SHELTER OR PERMANENT HOUSING, WOMEN AND CHILDREN ESCAPING ABUSE, FAMILIES FACING DESTITUTION, POOR INDIVIDUALS AND FAMILIES FACING ILLEGAL OR INAPPROPRIATE EVICTION, LOW-INCOME HOMEOWNERS EXPLOITED BY MORTGAGE SCAMS, ELDERS INAPPROPRIATELY DENIED MEDICAL AND PRESCRIPTION DRUG BENEFITS, DISABLED INDIVIDUALS DENIED CRITICAL BENEFITS, LOW-WAGE WORKERS ILLEGALLY DENIED EARNED WAGES AND VICTIMS OF TORTURE AND PERSECUTION SEEKING ASYLUM.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 20,410,950.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and schedules A through I.

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>		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>	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>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
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?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
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>		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>		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>		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>		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>		X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		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>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		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>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		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>		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>		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>		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
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>		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>		X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	X	

Note: All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

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

Table with columns for question number, question text, and Yes/No columns. Includes questions 2a through 17 regarding employee counts, tax returns, gross income, foreign accounts, prohibited transactions, and charitable contributions.

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
	1a 83		
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b 82		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	X	
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?	X	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	X	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

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

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

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed MA
- 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
JOANNE SANDERS - 617-371-1234
197 FRIEND STREET, BOSTON, MA 02114

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below 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) JACQUELYNNE BOWMAN EXECUTIVE DIRECTOR	35.00			X			214,182.	0.	31,646.	
(2) MELANIE MALHERBE MANAGING ATTORNEY	35.00				X		173,001.	0.	31,049.	
(3) NANCY LORENZ SR. ATTORNEY	35.00				X		167,448.	0.	30,980.	
(4) BARBARA ZIMBEL SR. ATTORNEY	35.00				X		150,469.	0.	39,430.	
(5) ANA CRUZ DIRECTOR OF DEVELOPMENT	35.00				X		146,401.	0.	40,737.	
(6) PAULINE QUIRION SR. ATTORNEY	35.00				X		168,611.	0.	15,605.	
(7) JOANNE SANDERS DIRECTOR OF FINANCE / CLERK	35.00			X			164,143.	0.	2,011.	
(8) WILLIAM CONNOLLY PRESIDENT	0.50	X		X			0.	0.	0.	
(9) ANNE TRINQUE VP	0.30	X		X			0.	0.	0.	
(10) CATHERINE HARRIS VP	0.30	X		X			0.	0.	0.	
(11) CHELSEA LOUGHRAN VP	0.30	X		X			0.	0.	0.	
(12) JEFFREY STOLER TREASURER	1.00	X		X			0.	0.	0.	
(13) ALAN ROM DIRECTOR	0.30	X					0.	0.	0.	
(14) ALMA WOODBERRY DIRECTOR	0.30	X					0.	0.	0.	
(15) AMY ROY DIRECTOR	0.30	X					0.	0.	0.	
(16) ANDREW DEVOOGD DIRECTOR	0.30	X					0.	0.	0.	
(17) ANDREW TROOP DIRECTOR	0.30	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) ANDREW ZELERMYER DIRECTOR	0.30	X						0.	0.	0.
(19) ANGELA GOMES DIRECTOR	0.30	X						0.	0.	0.
(20) BARBARA SULLIVAN DIRECTOR	0.30	X						0.	0.	0.
(21) BEVERLY STEED DIRECTOR	0.50	X						0.	0.	0.
(22) CHRIS MIRICK DIRECTOR	0.30	X						0.	0.	0.
(23) CHRIS SLOAN DIRECTOR	0.30	X						0.	0.	0.
(24) DAINA ESTIME DIRECTOR	0.30	X						0.	0.	0.
(25) DAVID KLUFT DIRECTOR	0.30	X						0.	0.	0.
(26) DAVID PHELAN DIRECTOR	0.30	X						0.	0.	0.
1b Subtotal								1,184,255.	0.	191,458.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,184,255.	0.	191,458.

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 29

	Yes	No
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		X
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	X	
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		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
JOHN GREINER, JUST-TECH LLC. 14 PENNSYLVANIA PLAZA, NEW YORK, NY 10122	TECH SUPPORT	373,834.

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 1

SEE PART VII, SECTION A CONTINUATION SHEETS

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) DAVID ROZENSON DIRECTOR	0.30	X						0.	0.	0.
(28) DONALD VAUGHAN DIRECTOR	0.30	X						0.	0.	0.
(29) DOROTHEA GUILD DIRECTOR	0.30	X						0.	0.	0.
(30) EDWARD NAUGHTON DIRECTOR	0.30	X						0.	0.	0.
(31) EDWARD WEISS DIRECTOR	0.30	X						0.	0.	0.
(32) EDWIN SMITH DIRECTOR	0.30	X						0.	0.	0.
(33) ELIZABETH FRIES DIRECTOR	0.30	X						0.	0.	0.
(34) EMILY SY DIRECTOR	0.30	X						0.	0.	0.
(35) EYETTE GREEN DIRECTOR	0.30	X						0.	0.	0.
(36) GEOFF HOWELL DIRECTOR	0.30	X						0.	0.	0.
(37) HALLEY GILBERT DIRECTOR	0.30	X						0.	0.	0.
(38) IRIS DIAZ DIRECTOR	0.30	X						0.	0.	0.
(39) ISAAC BANTU DIRECTOR	0.30	X						0.	0.	0.
(40) JANE MALLEI DIRECTOR	0.30	X						0.	0.	0.
(41) JAY KUGLER DEYOUNG DIRECTOR	0.30	X						0.	0.	0.
(42) JAY POWERS DIRECTOR	0.30	X						0.	0.	0.
(43) JEFFREY RUDIN DIRECTOR	0.30	X						0.	0.	0.
(44) JENNIFER MENDONCA DIRECTOR	0.30	X						0.	0.	0.
(45) JOANNE DANIELS -FINEGOLD DIRECTOR	0.30	X						0.	0.	0.
(46) JOHN BOWMAN DIRECTOR	0.30	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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			
(47) JOHN CARROLL DIRECTOR	0.30	X						0.	0.	0.
(48) JOHN SICILLANO DIRECTOR	0.30	X						0.	0.	0.
(49) JULIA MCLETCHIE DIRECTOR	0.30	X						0.	0.	0.
(50) JUMAADA SMITH DIRECTOR	0.30	X						0.	0.	0.
(51) JURRETT MOOLTREY-WEATHERS DIRECTOR	0.30	X						0.	0.	0.
(52) KATE WALLACE DIRECTOR	0.30	X						0.	0.	0.
(53) KAY HODGE DIRECTOR	0.30	X						0.	0.	0.
(54) KEN LUKE DIRECTOR	0.30	X						0.	0.	0.
(55) KURT HEMR DIRECTOR	0.30	X						0.	0.	0.
(56) LARRY WEISS DIRECTOR	0.30	X						0.	0.	0.
(57) LAWRENCE HEFFERNAN DIRECTOR	0.30	X						0.	0.	0.
(58) LISA OWENS DIRECTOR	0.30	X						0.	0.	0.
(59) LOUIS GOODMAN DIRECTOR	0.30	X						0.	0.	0.
(60) MAGALIS TRONCOSO LAMA DIRECTOR	0.30	X						0.	0.	0.
(61) MARK FORD DIRECTOR	0.30	X						0.	0.	0.
(62) MARLON HERNANDEZ DIRECTOR	0.30	X						0.	0.	0.
(63) MARTHA MAZZONE DIRECTOR	0.30	X						0.	0.	0.
(64) MELISSA TEARNEY DIRECTOR	0.30	X						0.	0.	0.
(65) MICHAEL ALTMAN DIRECTOR	0.30	X						0.	0.	0.
(66) MYRNAIRIS (MIC) CEPEDA DIRECTOR	0.30	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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			
(67) PATRICK DINARDO DIRECTOR	0.30	X						0.	0.	0.
(68) PAULINA LAURENCY-MATHIS DIRECTOR	0.30	X						0.	0.	0.
(69) RAMON HERRERA DIRECTOR	0.30	X						0.	0.	0.
(70) RITA DIXON DIRECTOR	0.30	X						0.	0.	0.
(71) ROBERT CARROLL DIRECTOR	0.30	X						0.	0.	0.
(72) ROBERT LASHWAY DIRECTOR	0.30	X						0.	0.	0.
(73) ROBERT NAGLE DIRECTOR	0.30	X						0.	0.	0.
(74) RONDA JACKSON DIRECTOR	0.30	X						0.	0.	0.
(75) RUTH BRODDEN DIRECTOR	0.30	X						0.	0.	0.
(76) SALEA PERRY DIRECTOR	0.30	X						0.	0.	0.
(77) SAMUEL MOSKOWITZ DIRECTOR	0.30	X						0.	0.	0.
(78) SARAH CONNOLLY DIRECTOR	0.30	X						0.	0.	0.
(79) SCOTT FAUST DIRECTOR	0.30	X						0.	0.	0.
(80) SHAMS MIRZA DIRECTOR	0.30	X						0.	0.	0.
(81) SHERRI TUCKER DIRECTOR	0.30	X						0.	0.	0.
(82) STACIE KOSINSKI DIRECTOR	0.30	X						0.	0.	0.
(83) STEPHEN BRAKE DIRECTOR	0.30	X						0.	0.	0.
(84) SUZANNE SMALL DIRECTOR	0.30	X						0.	0.	0.
(85) TIFFANY BENTLEY DIRECTOR	0.30	X						0.	0.	0.
(86) TIM BLANK DIRECTOR	0.30	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

Table with 6 main columns: (A) Name and title, (B) Average hours per week, (C) Position (Individual trustee or director, Institutional trustee, Officer, Key employee, Highest compensated employee, Former), (D) Reportable compensation from the organization, (E) Reportable compensation from related organizations, (F) Estimated amount of other compensation. Includes entries for VERN LARKING, WILLIAM DILLON, YESSENIA ALFARO, and ZACHARY COSEGLIA.

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	45,113.				
	1 b	Membership dues					
	1 c	Fundraising events	52,123.				
	1 d	Related organizations					
	1 e	Government grants (contributions)	19,140,632.				
	1 f	All other contributions, gifts, grants, and similar amounts not included above ...	6,934,169.				
	1 g	Noncash contributions included in lines 1a-1f	\$				
	1 h	Total. Add lines 1a-1f		26,172,037.			
Program Service Revenue	2 a	ATTORNEY FEES	541100	114,187.	114,187.		
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		114,187.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		563,300.		563,300.	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross rents	(i) Real				
			(ii) Personal				
	6 b	Less: rental expenses ...					
	6 c	Rental income or (loss)					
	d	Net rental income or (loss)					
	7 a	Gross amount from sales of assets other than inventory	(i) Securities				
			(ii) Other				
				8,635,005.			
	7 b	Less: cost or other basis and sales expenses		7,953,031.			
	7 c	Gain or (loss)		681,974.			
d	Net gain or (loss)		681,974.		681,974.		
8 a	Gross income from fundraising events (not including \$ 52,123. of contributions reported on line 1c). See Part IV, line 18		0.				
8 b	Less: direct expenses		1,727.				
c	Net income or (loss) from fundraising events		-1,727.		-1,727.		
9 a	Gross income from gaming activities. See Part IV, line 19						
9 b	Less: direct expenses						
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances						
10 b	Less: cost of goods sold						
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a						
	b						
	c						
	d	All other revenue					
	e	Total. Add lines 11a-11d					
12	Total revenue. See instructions		27,529,771.	114,187.	0.	1243547.	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...	1,029,177.	1,029,177.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	596,100.		559,686.	36,414.
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	13,282,241.	12,255,959.	535,669.	490,613.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	160,024.	151,859.	7,811.	354.
9 Other employee benefits	4,018,529.	3,623,090.	250,110.	145,329.
10 Payroll taxes	1,107,469.	977,224.	86,873.	43,372.
11 Fees for services (nonemployees):				
a Management				
b Legal	182,497.		182,497.	
c Accounting	25,000.		25,000.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	177,506.		177,506.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	695,799.	497,960.	159,968.	37,871.
12 Advertising and promotion				
13 Office expenses	668,162.	585,045.	36,571.	46,546.
14 Information technology				
15 Royalties				
16 Occupancy	501,928.	455,989.	27,531.	18,408.
17 Travel	68,980.	60,473.	7,968.	539.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	176,337.	160,208.	9,662.	6,467.
23 Insurance				
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 MISCELLANEOUS EXPENSE	253,156.	236,961.		16,195.
b LIBRARY	236,234.	235,942.		292.
c CLIENT LITIGATION	141,063.	141,063.		
d _____				
e All other expenses _____				
25 Total functional expenses. Add lines 1 through 24e	23,320,202.	20,410,950.	2,066,852.	842,400.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	4,634,553.	1	991,291.
	2 Savings and temporary cash investments	2,045,156.	2	11,015,356.
	3 Pledges and grants receivable, net	1,930,326.	3	1,784,046.
	4 Accounts receivable, net		4	
	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	91,307.	9	322,906.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 9,154,911.		
	b Less: accumulated depreciation	10b 5,942,168.		
	11 Investments - publicly traded securities	2,617,792.	10c	3,212,743.
	12 Investments - other securities. See Part IV, line 11	25,255,842.	11	25,599,821.
	13 Investments - program-related. See Part IV, line 11		12	
	14 Intangible assets		13	
	15 Other assets. See Part IV, line 11	0.	14	
16 Total assets. Add lines 1 through 15 (must equal line 33)	36,574,976.	15	204,000.	
		16	43,130,163.	
Liabilities	17 Accounts payable and accrued expenses	2,222,033.	17	2,485,906.
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	183,754.	21	468,393.
	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	433,440.	25	232,739.
	26 Total liabilities. Add lines 17 through 25	2,839,227.	26	3,187,038.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	26,371,563.	27	28,934,564.
	28 Net assets with donor restrictions	7,364,186.	28	11,008,561.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	33,735,749.	32	39,943,125.
	33 Total liabilities and net assets/fund balances	36,574,976.	33	43,130,163.

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	27,529,771.
2	Total expenses (must equal Part IX, column (A), line 25)	2	23,320,202.
3	Revenue less expenses. Subtract line 2 from line 1	3	4,209,569.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	33,735,749.
5	Net unrealized gains (losses) on investments	5	1,997,807.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	39,943,125.

Part XII Financial Statements and Reporting

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

- 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
- 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
- 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.
- 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?
- 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

	Yes	No
2a		X
2b	X	
2c	X	
3a	X	
3b	X	

Form 990 (2022)

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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	17314987.	17543974.	24817961.	10143519.	26172037.	95992478.
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	17314987.	17543974.	24817961.	10143519.	26172037.	95992478.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						95992478.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4	17314987.	17543974.	24817961.	10143519.	26172037.	95992478.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	314,219.	394,626.	464,937.	59,907.	563,300.	1796989.
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.)	120.					120.
11 Total support. Add lines 7 through 10						97789587.
12 Gross receipts from related activities, etc. (see instructions)					12	816,699.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2022 (line 6, column (f), divided by line 11, column (f))	14	98.16	%
15 Public support percentage from 2021 Schedule A, Part II, line 14	15	98.01	%
16a 33 1/3% support test - 2022. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
b 33 1/3% support test - 2021. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			<input type="checkbox"/>

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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(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 2022 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2021 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2021 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2022. 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 - 2021. 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)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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? Row 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?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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? Row 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? Row 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?

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, b.

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

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

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	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

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 - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2022 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2022	(iii) Distributable Amount for 2022
1	Distributable amount for 2022 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2022 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2022		
a	From 2017		
b	From 2018		
c	From 2019		
d	From 2020		
e	From 2021		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2022 distributable amount		
i	Carryover from 2017 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2022 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2022 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2023. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2018		
b	Excess from 2019		
c	Excess from 2020		
d	Excess from 2021		
e	Excess from 2022		

Schedule A (Form 990) 2022

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

PART II, SHORT YEAR EXPLANATION:

THE ORGANIZATION CHANGED ITS YEAR END FROM DECEMBER TO JUNE. A SHORT YEAR TAX RETURN WAS FILED FOR JUNE 30, 2022.



SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2022

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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.

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

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

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

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

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

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

Name of organization

GREATER BOSTON LEGAL SERVICES, INC.

Employer identification number

04-2103907

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?
4a Was a correction made?
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?
5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments.

Table with 5 columns: (a) Name, (b) Address, (c) EIN, (d) Amount paid from filing organization's funds, (e) Amount of political contributions received and promptly and directly delivered to a separate political organization.

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

Schedule C (Form 990) 2022

LHA

232041 11-08-22

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)	5,045.													
b Total lobbying expenditures to influence a legislative body (direct lobbying)	14,516.													
c Total lobbying expenditures (add lines 1a and 1b)	19,561.													
d Other exempt purpose expenditures	23,302,368.													
e Total exempt purpose expenditures (add lines 1c and 1d)	23,321,929.													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000.													
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">If the amount on line 1e, column (a) or (b) is:</th> <th style="text-align: left;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:													
Not over \$500,000	20% of the amount on line 1e.													
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.													
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.													
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.													
Over \$17,000,000	\$1,000,000.													
g Grassroots nontaxable amount (enter 25% of line 1f)	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?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) Total
2a Lobbying nontaxable amount	945,127.	991,495.	1,000,000.	1,000,000.	3,936,622.
b Lobbying ceiling amount (150% of line 2a, column(e))					5,904,933.
c Total lobbying expenditures	35,811.	38,594.	30,111.	19,561.	124,077.
d Grassroots nontaxable amount	236,282.	247,874.	250,000.	250,000.	984,156.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,476,234.
f Grassroots lobbying expenditures	15,070.	12,144.	8,655.	5,045.	40,914.

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

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

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

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

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

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

Part IV Supplemental Information

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

PART II-A, LINE 1:

LOBBYING ACTIVITIES FOR FISCAL YEAR 2023:

GBLS USED VOLUNTEERS FOR AN ANNUAL "WALK TO THE HILL" AND "LOBBY DAY"

ACTIVITIES AND CLIENT WHO TOLD THEIR STORIES TO LEGISLATORS, THEIR STAFF,

GOVERNMENT OFFICIALS OR A LEGISLATIVE BODY.

GBLS ALSO USED SOME PAID STAFF TO INFORM OFFICIALS WHO REGISTERED

Part IV Supplemental Information *(continued)*

THEMSELVES AS PERFORMING LOBBYING ACTIVITIES

GBLS HIRED TWO OUTSIDE CONSULTING FIRMS LYNCH AND FIERRO TO HELP WITH STRATEGIES FOR STATE APPROPRIATIONS AND CHARLES CLICK TO HELP WITH STRATEGY FOR PROGRAM INITIATIVES.

COPY

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization GREATER BOSTON LEGAL SERVICES, INC. Employer identification number 04-2103907

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.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two Yes/No questions regarding donor property and grant fund usage.

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include purpose(s) of conservation easements, a table for lines 2a-2d (Total number, acreage, certified historic structures, acquired after 2006), and questions about monitoring, expenses, and reporting.

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.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include questions about reporting art and historical treasures, and a table for revenue and assets included.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2022

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
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|----------|
| c Beginning balance | 183,754. |
| d Additions during the year | 284,639. |
| e Distributions during the year | |
| f Ending balance | 468,393. |
- 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 on 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	27,892,127.	25,887,848.	19,296,129.	14,298,222.	8,409,995.
b Contributions	1,900,000.		2,835,000.	3,528,000.	4,185,857.
c Net investment earnings, gains, and losses	-4,027,762.	2,004,279.	3,756,719.	1,894,907.	1,702,370.
d Grants or scholarships					
e Other expenditures for facilities and programs				425,000.	
f Administrative expenses					
g End of year balance	25,764,365.	27,892,127.	25,887,848.	19,296,129.	14,298,222.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 63.9000 %
 - b Permanent endowment 22.6500 %
 - c Term endowment 13.4500 %
- 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:
- | | Yes | No |
|---|--------------------------|-------------------------------------|
| (i) Unrelated organizations | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| (ii) Related organizations | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
- 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		418,000.		418,000.
b Buildings		6,700,507.	4,131,735.	2,568,772.
c Leasehold improvements				
d Equipment		1,890,897.	1,664,926.	225,971.
e Other		145,507.	145,507.	0.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				3,212,743.

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, col. (B) line 12.)		

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, col. (B) line 13.)		

Part IX Other Assets.

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

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

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) REFUNDABLE ADVANCE	232,739.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	

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

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	36,773,423.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
	a Net unrealized gains (losses) on investments	2a	1,997,807.	
	b Donated services and use of facilities	2b	1,825,633.	
	c Recoveries of prior year grants	2c		
	d Other (Describe in Part XIII.)	2d	5,693,984.	
	e Add lines 2a through 2d	2e		9,517,424.
3	Subtract line 2e from line 1		3	27,255,999.
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	275,499.	
	b Other (Describe in Part XIII.)	4b	-1,727.	
	c Add lines 4a and 4b	4c		273,772.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	27,529,771.

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	35,616,730.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
	a Donated services and use of facilities	2a	1,825,633.	
	b Prior year adjustments	2b		
	c Other losses	2c		
	d Other (Describe in Part XIII.)	2d	10,648,401.	
	e Add lines 2a through 2d	2e		12,474,034.
3	Subtract line 2e from line 1		3	23,142,696.
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	177,506.	
	b Other (Describe in Part XIII.)	4b		
	c Add lines 4a and 4b	4c		177,506.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	23,320,202.

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 IV, LINE 2B:

CLIENT ESCROW - THE AGENCY MAINTAINS AND ADMINISTERS CLIENT FUNDS RELATIVE TO CASES WHICH ARE CURRENTLY IN LITIGATION. THE AMOUNTS ARE PAID OUT AS DIRECTED BY THE CLIENTS.

FUNDS HELD FOR OTHERS - DURING 2021, GBLs RECEIVED \$600,000 OF HOUSING ASSISTANCE FUNDING FROM TWO ORGANIZATIONS TO BE USED TO PAY STIPENDS TO RESIDENTS IN THE EAST BOSTON AREA WHO MEET CERTAIN ELIGIBILITY CRITERIA. THE REMAINING BALANCE OF \$204,000 IS SHOWN AS CASH - FUNDS HELD FOR OTHERS IN THE ACCOMPANYING STATEMENT OF FINANCIAL POSITION.

PART V, LINE 4:

Part XIII Supplemental Information (continued)

5% OF THE THREE YEAR AVERAGE USED FOR PROGRAM OPERATIONS IN ACCORDANCE WITH MGL SECTION 180.

PART X, LINE 2:

THE AGENCY ACCOUNTS FOR UNCERTAINTY IN INCOME TAXES IN ACCORDANCE WITH ASC TOPIC, INCOME TAXES. THIS STANDARD CLARIFIES THE ACCOUNTING FOR UNCERTAINTY IN TAX POSITIONS AND PRESCRIBES A RECOGNITION THRESHOLD AND MEASUREMENT ATTRIBUTE FOR THE FINANCIAL STATEMENTS REGARDING A TAX POSITION TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN. THE AGENCY HAS DETERMINED THAT THERE ARE NO UNCERTAIN TAX POSITIONS WHICH QUALIFY FOR EITHER RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS AT JUNE 30, 2023. THE AGENCY'S INFORMATION RETURNS ARE SUBJECT TO EXAMINATION BY THE FEDERAL AND STATE JURISDICTIONS.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

REVENUE FROM 1/1/2022 - 6/30/2022 INCLUDED IN PRIOR YEAR

990

PART XI, LINE 4B - OTHER ADJUSTMENTS:

SPECIAL EVENT EXPENSES

PART XII, LINE 2D - OTHER ADJUSTMENTS:

SPECIAL EVENT EXPENSES

EXPENSES FROM 1/1/2022 - 6/30/2022 INCLUDED IN PRIOR YEAR

990

**SCHEDULE G
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

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

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization

GREATER BOSTON LEGAL SERVICES, INC.

Employer identification number

04-2103907

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

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- a Mail solicitations
- b Internet and email solicitations
- c Phone solicitations
- d In-person solicitations
- e Solicitation of non-government grants
- f Solicitation of government grants
- g Special fundraising events

2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? Yes No

b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
Total						

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.

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))
		AOU ANNIVERSARY (event type)	(event type)	NONE (total number)	
Revenue	1	Gross receipts	52,123.		52,123.
	2	Less: Contributions	52,123.		52,123.
	3	Gross income (line 1 minus line 2)			
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs	1,065.		1,065.
	7	Food and beverages	193.		193.
	8	Entertainment	200.		200.
	9	Other direct expenses	269.		269.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			1,727.
	11	Net income summary. Subtract line 10 from line 3, column (d)			-1,727.

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			
	2	Cash prizes			
Direct Expenses	3	Noncash prizes			
	4	Rent/facility costs			
	5	Other direct expenses			
	6	Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No
	7	Direct expense summary. Add lines 2 through 5 in column (d)			
	8	Net gaming income summary. Subtract line 7 from line 1, column (d)			

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

- 11 Does the organization conduct gaming activities with nonmembers? Yes No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? Yes No
- 13 Indicate the percentage of gaming activity conducted in:

a The organization's facility	13a	%
b An outside facility	13b	%
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name _____
 Address _____

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

Name _____
 Address _____

16 Gaming manager information:

Name _____
 Gaming manager compensation \$ _____
 Description of services provided _____

 Director/officer Employee Independent contractor

17 Mandatory distributions:

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

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

Part IV Supplemental Information *(continued)*

Lined area for supplemental information with a large diagonal 'COPY' watermark.

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

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

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

Attach to Form 990.

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

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization **GREATER BOSTON LEGAL SERVICES, INC.** Employer identification number **04-2103907**

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
BOSTON COLLEGE LEGAL ASSISTANCE BUREAU - 24 CRESCENT STREET, SUITE 202 - WALTHAM, MA 02154	04-2444477	501(C)(3)	15,000.	0.			LEGAL ASSISTANCE TO CLIENTS.
DE NOVO 47 THORNDIKE STREET CAMBRIDGE, MA 02141	04-2470335	501(C)(3)	257,912.	0.			LEGAL ASSISTANCE TO CLIENTS
HARBOR COMMUNITIES OVERCOMING VIOLENCE, INC. (HARBORCOV) - 1 CITY HALL AVENUE - CHELSEA, MA 02150	04-3458096	501(C)(3)	110,719.	0.			LEGAL ASSISTANCE TO CLIENTS
SOUTH COASTAL COUNTIES LEGAL SERVICES, INC. - 231 MAIN STREET, SUITE 201 - BROCKTON, MA 02301	04-2607691	501(C)(3)	169,746.	0.			LEGAL ASSISTANCE TO CLIENTS
THE NEIGHBORHOOD DEVELOPERS, INC 44 GERRISH AVENUE #1 CHELSEA, MA 02150	04-2660283	501(C)(3)	350,000.	0.			LEGAL ASSISTANCE TO CLIENTS
ASIAN AMERICAN RESOURCE WORKSHOP (AARW) - 2 CHARLES ST A - BOSTON, MA 02122	04-2707980	501(C)(3)	71,800.	0.			LEGAL ASSISTANCE TO CLIENTS

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **6.**

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

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

Schedule I (Form 990) 2022

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:

EACH ORGANIZATION IS CHOSEN TO HELP INCREASE THE LEGAL ASSISTANCE TO GBLS' SERVICE AREA.

SCHEDULE I, PART I, LINE 2

GBLS MONITORS THE USE OF GRANT FUNDS THROUGH THE REVIEW OF ITEMIZED BILLS SUBMITTED BY THE GRANTEES AS WELL AS PERIODIC CONVERSATIONS WITH GRANTEES TO DETERMINE PROGRESS ON THE RELATED CONTRACTS.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

GREATER BOSTON LEGAL SERVICES, INC.

Employer identification number

04-2103907

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.

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

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

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.

- | | |
|---|---|
| <input type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

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

- a** Receive a severance payment or change-of-control payment?
- 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		<input checked="" type="checkbox"/>
4b		<input checked="" type="checkbox"/>
4c		<input checked="" type="checkbox"/>
5a		<input checked="" type="checkbox"/>
5b		<input checked="" type="checkbox"/>
6a		<input checked="" type="checkbox"/>
6b		<input checked="" type="checkbox"/>
7		<input checked="" type="checkbox"/>
8		<input checked="" type="checkbox"/>
9		

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

Schedule J (Form 990) 2022

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) JACQUELYNNE BOWMAN EXECUTIVE DIRECTOR	(i)	214,182.	0.	0.	0.	31,646.	245,828.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) MELANIE MALHERBE MANAGING ATTORNEY	(i)	173,001.	0.	0.	0.	31,049.	204,050.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) NANCY LORENZ SR. ATTORNEY	(i)	167,448.	0.	0.	0.	30,980.	198,428.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) BARBARA ZIMBEL SR. ATTORNEY	(i)	150,469.	0.	0.	8,450.	30,980.	189,899.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) ANA CRUZ DIRECTOR OF DEVELOPMENT	(i)	146,401.	0.	0.	0.	40,737.	187,138.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) PAULINE QUIRION SR. ATTORNEY	(i)	168,611.	0.	0.	0.	15,605.	184,216.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) JOANNE SANDERS DIRECTOR OF FINANCE / CLERK	(i)	164,143.	0.	0.	0.	2,011.	166,154.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

GREATER BOSTON LEGAL SERVICES, INC.

Employer identification number

04-2103907

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

BASIC NECESSITIES OF LIFE.

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

OUR CLIENTS INCLUDE HOMELESS FAMILIES SEEKING ACCESS TO EMERGENCY
SHELTER OR PERMANENT HOUSING, WOMEN AND CHILDREN ESCAPING ABUSE,
FAMILIES FACING DESTITUTION, POOR INDIVIDUALS AND FAMILIES FACING
ILLEGAL OR INAPPROPRIATE EVICTION, LOW-INCOME HOMEOWNERS EXPLOITED BY
MORTGAGE SCAMS, ELDERS INAPPROPRIATELY DENIED MEDICAL AND PRESCRIPTION
DRUG BENEFITS, DISABLED INDIVIDUALS DENIED CRITICAL BENEFITS, LOW-WAGE
WORKERS ILLEGALLY DENIED EARNED WAGES, AND VICTIMS OF TORTURE AND
PERSECUTION SEEKING ASYLUM.

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

IN 2023, GBLs HANDLED 13,487 CASES, PROVIDING CRITICAL LEGAL ASSISTANCE
TO 10,874 PEOPLE LIVING IN POVERTY. ASSISTANCE RANGED FROM BRIEF
SERVICE AND ADVICE TO FULL REPRESENTATION, BASED ON THE NEEDS OF THE
CASE. THOUSANDS OF ADDITIONAL POOR INDIVIDUALS AND FAMILIES WHO WERE
NOT GBLs' CLIENTS ALSO BENEFITED FROM GBLs' WORK THROUGH COMMUNITY
LEGAL EDUCATION PROGRAMS AND IMPACT ADVOCACY EFFORTS SUCH AS CLASS
ACTION SUITS, LEGISLATIVE AND ADMINISTRATIVE ADVOCACY, ALL OF WHICH
BRING ABOUT SYSTEMIC CHANGE.

GBLs CONDUCTS SPECIAL OUTREACH PROJECTS TO SPECIFIC POPULATIONS WHICH
FACE BARRIERS TO ACCESSING LEGAL ASSISTANCE. SUCH EFFORTS INCLUDE

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

Schedule O (Form 990) 2022

Name of the organization GREATER BOSTON LEGAL SERVICES, INC.	Employer identification number 04-2103907
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GBLS' ASIAN OUTREACH PROJECT CONDUCTING REGULAR INTAKE HOURS IN BOSTON'S CHINATOWN; ELDER UNIT STAFF MAKING HOME VISITS, ENGAGING IN OUTREACH AT NURSING HOMES AND PROVIDING COMMUNITY LEGAL EDUCATION PROGRAMS AT SCORES OF ELDERLY SITES; EMPLOYMENT UNIT STAFF CONDUCTING REGULAR OUTREACH EFFORTS TO LOW-WAGE WORKERS; AND FAMILY LAW STAFF CONDUCTING REGULAR OUTREACH EFFORTS IN CHELSEA FOR ABUSED WOMEN, AS WELL AS CONTINUING A UNIQUE ON-SITE PROGRAM AT BOTH MIDDLESEX AND SUFFOLK PROBATE COURT TO ASSIST ABUSED WOMEN WHO COME TO THE COURT PRO SE SEEKING A RESTRAINING ORDER.

GBLS' CONSUMER UNIT CONTINUED ITS DEBT RELIEF CLINICS IN CHELSEA AND ROXBURY, HELPING LOW INCOME CONSUMERS DEFEND THEMSELVES AGAINST UNSCRUPULOUS OR FRAUDULENT DEBT COLLECTION PRACTICES.

GBLS' HEALTH AND DISABILITY UNIT, CONTINUED ITS CHILDREN'S DISABILITY PROJECT TO ASSIST DISABLED CHILDREN AND THEIR PARENTS GAIN CRITICAL BENEFITS. THE UNIT CONTINUED ITS MAJOR SYSTEMIC INITIATIVE, HEALTH CARE ACCESS FOR PEOPLE WITH DISABILITIES PROJECT TO OVERCOME BARRIERS FOR INDIVIDUALS WITH DISABILITIES TO ACCESSIBLE, HIGH-QUALITY HEALTH CARE AT MAJOR BOSTON AREA MEDICAL FACILITIES. UNIT ATTORNEYS ALSO ASSISTED THOUSANDS OF INDIVIDUAL ELDER CLIENTS TO SECURE OR RETAIN SOME OF THE MOST BASIC NECESSITIES OF LIFE.

GBLS' WELFARE UNIT ADVOCATES ASSIST CLIENTS TO OBTAIN OR RETAIN CRITICAL BENEFITS TO KEEP THEIR FAMILIES FROM DESTITUTION. UNIT ATTORNEYS ARE MONITORING IMPLEMENTATION OF A SETTLEMENT AGREEMENT IN A MAJOR CLASS ACTION SUIT AGAINST THE MASSACHUSETTS DEPARTMENT OF TRANSITIONAL ASSISTANCE FOR ITS FAILURE TO APPROPRIATELY ASSIST ITS DISABLED CLIENTS IN A NUMBER OF MAJOR AREAS WHICH RESULTED IN THE

Name of the organization

GREATER BOSTON LEGAL SERVICES, INC.

Employer identification number

04-2103907

DENIAL OF LIFE SUSTAINING BENEFITS.

GBLS' EMPLOYMENT UNIT ATTORNEYS CONTINUED REPRESENTING LOW-WAGE WORKERS ILLEGALLY OR INAPPROPRIATELY DENIED WAGES AND BENEFITS. AT THE REQUEST OF THE TAX COURT JUDGE, UNIT ATTORNEYS CONTINUED TO BE PRESENT ON THE FIRST DAY OF EACH TAX COURT SESSION IN BOSTON TO ASSIST PRO SE LITIGANTS IN THEIR NEGOTIATIONS WITH IRS ATTORNEYS OVER THE LOW-INCOME TAXPAYER CREDIT. MOST LITIGANTS, MANY OF WHOM DO NOT SPEAK ENGLISH AS A FIRST LANGUAGE, ARE UNREPRESENTED. THE UNIT ALSO CONTINUED ITS CORI/REENTRY PROJECT TO ASSIST FORMER OFFENDERS IN OVERCOMING BARRIERS THAT PREVENT THEM FROM SUCCESSFULLY REENTERING SOCIETY AND MAINTAINING SELF-SUFFICIENCY.

ATTORNEYS IN THE FAMILY LAW UNIT FOCUSED ON ASSISTING VICTIMS OF DOMESTIC VIOLENCE TO SECURE INDEPENDENT LIVES FREE FROM ABUSE. AS PART OF THIS WORK, THE UNIT CONTINUED ITS FIRST IN THE NATION RELOCATION PROJECT THAT PROVIDES ADVICE ON LEGAL ISSUES RELATED TO THE RELOCATION OF VICTIMS OF DOMESTIC VIOLENCE AND CONTINUES TO PROVIDE TRAINING AND ADVICE ON THE NATIONAL LEVEL THROUGH A PROGRAM RUN IN PARTNERSHIP WITH THE NATIONAL NETWORK TO END DOMESTIC VIOLENCE.

ATTORNEYS IN THE HOUSING UNIT CONTINUED TO PROVIDE REPRESENTATION TO LOW-INCOME TENANTS IN EFFORTS TO OBTAIN OR RETAIN AFFORDABLE HOUSING AND FOR HOMELESS FAMILIES TO OBTAIN OR RETAIN EMERGENCY SHELTER OR PRIORITY FOR PERMANENT HOUSING. THE UNIT ALSO REPRESENTED LOW-INCOME TENANT GROUPS TO ENSURE THE LONG-TERM PRESERVATION OF AT-RISK AFFORDABLE HOUSING UNITS. TO DATE, THE UNIT HAS HELPED PRESERVE THOUSANDS OF AFFORDABLE UNITS WHICH FACED BEING LOST TO MARKET RATE

Name of the organization GREATER BOSTON LEGAL SERVICES, INC.	Employer identification number 04-2103907
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RENTS. STAFF ALSO CONTINUED ADVOCACY EFFORTS TO EXPAND HOUSING
 SUBSIDIES AND FUNDING MECHANISM TO BUILD MORE UNITS OF AFFORDABLE
 HOUSING.

GBLS' IMMIGRATION UNIT CONTINUED A PROJECT TO PROVIDE VICTIMS OF
 TORTURE SEEKING ASYLUM IN THE U.S. WITH LEGAL ASSISTANCE AS WELL AS
 PSYCHOLOGICAL COUNSELING AND MEDICAL CARE. THE UNIT ALSO CONTINUED ITS
 WOMEN REFUGEES PROJECT WHICH CONTINUES TO ASSIST IMMIGRANT WOMEN GAIN
 RESIDENT STATUS BASED ON GENDER CLAIMS, ITS BATTERED IMMIGRANT WOMEN'S
 PROJECT THAT ASSISTS BATTERED IMMIGRANT WOMEN IN ESTABLISHING LEGAL
 U.S. STATUS INDEPENDENT OF THEIR ABUSERS, AND ITS UNACCOMPANIED MINORS
 PROJECT WHICH PROVIDES REPRESENTATION TO CHILDREN UNDER THE AGE OF
 EIGHTEEN WHO HAVE ENTERED THE UNITED STATES WITHOUT THEIR PARENTS.

THE ASIAN OUTREACH PROJECT CONTINUED ITS WORK AS A MODEL COMMUNITY
 LAWYERING PROGRAM, THAT IN ADDITION TO ASSISTING INDIVIDUAL LOW-INCOME
 ASIAN INDIVIDUALS WHO ENCOUNTER BARRIERS TO SECURING LEGAL ASSISTANCE,
 HELPS EMPOWER A DISENFRANCHISED COMMUNITY. THE ASIAN BATTERED WOMEN'S
 PROJECT CONTINUED TO PROVIDE CRITICAL LEGAL REPRESENTATION TO ASIAN
 VICTIMS OF DOMESTIC VIOLENCE.

FORM 990, PART VI, SECTION A, LINE 2:
 THE CURRENT BOARD PRESIDENT IS MARRIED TO A MEMBER OF THE BOARD.

FORM 990, PART VI, SECTION A, LINE 6:
 IN ACCORDANCE WITH THE BY-LAWS OF GREATER BOSTON LEGAL SERVICES, THERE ARE
 MEMBERS OF THE CORPORATION. THERE ARE NO QUALIFICATIONS FOR MEMBERSHIP
 EXCEPT THAT NO MEMBER SHALL BE A SITTING JUSTICE OF THE MASSACHUSETTS OR

Name of the organization GREATER BOSTON LEGAL SERVICES, INC.	Employer identification number 04-2103907
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FEDERAL JUDICIARY.

FORM 990, PART VI, SECTION A, LINE 7A:

IN ACCORDANCE WITH THE BY-LAWS OF GREATER BOSTON LEGAL SERVICES, THE MEMBERS OF THE CORPORATION ANNUALLY ELECT THE MEMBERS OF THE CORPORATION, AS WELL AS THE BOARD OF DIRECTORS.

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

THE 990 IS REVIEWED BY MANAGEMENT AND THE AUDIT COMMITTEE OF THE BOARD THAT APPROVES THE 990 ON BEHALF OF THE BOARD. THE 990 IS THEN PRESENTED TO THE BOARD OF DIRECTORS BY THE CFO.

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

THE EXECUTIVE DIRECTOR AND CFO ARE CONSTANTLY MONITORING TRANSACTIONS FOR CONFLICT OF INTEREST. GBLs REQUIRES ALL BOARD OF DIRECTORS TO COMPLETE AN ANNUAL CONFLICT OF INTEREST SIGNOFF. THE BOARD OF GOVERNANCE COMMITTEE MONITORS AND UPDATED THE POLICY ANNUALLY.

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

THE BOARD OF DIRECTORS DETERMINES THE COMPENSATION OF ANY OFFICER AND KEY EMPLOYEES. GREATER BOSTON LEGAL SERVICES, INC.'S BUDGET AND COMPARATIVE SALARIES OF SIMILAR ORGANIZATIONS ARE TAKEN INTO CONSIDERATION WHEN DETERMINING THE COMPENSATION.

FORM 990, PART VI, SECTION C, LINE 18:

GREATER BOSTON LEGAL SERVICE INC.'S 990 IS OPEN FOR PUBLIC INSPECTION UPON REQUEST.

Name of the organization GREATER BOSTON LEGAL SERVICES, INC.	Employer identification number 04-2103907
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FORM 990, PART VI, SECTION C, LINE 19:

GOVERNING DOCUMENTS AND THE CONFLICT OF INTEREST POLICY ARE AVAILABLE BY REQUEST TO GBLS. FORM 990 AND FINANCIAL STATEMENTS ARE AVAILABLE ON GBLS' WEBSITE AND THE MASSACHUSETTS ATTORNEY GENERAL'S WEBSITE.

FORM 990, PART XII, LINE 2C:

THE PROCESS HAS NOT CHANGED FROM THE PREVIOUS YEAR.



Application for Automatic Extension of Time To File an Exempt Organization Return

Department of the Treasury
Internal Revenue Service

▶ **File a separate application for each return.**
▶ **Go to www.irs.gov/Form8868 for the latest information.**

Electronic filing (e-file). You can electronically file Form 8868 to request a 6-month automatic extension of time to file any of the forms listed below with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, for which an extension request must be sent to the IRS in paper format (see instructions). For more details on the electronic filing of this form, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits.

Automatic 6-Month Extension of Time. Only submit original (no copies needed).

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Type or print	Name of exempt organization or other filer, see instructions. GREATER BOSTON LEGAL SERVICES, INC.	Taxpayer identification number (TIN) 04-2103907
File by the due date for filing your return. See instructions.	Number, street, and room or suite no. If a P.O. box, see instructions. 197 FRIEND STREET	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. BOSTON, MA 02114	

Enter the Return Code for the return that this application is for (file a separate application for each return) 0 | 1

Application Is For	Return Code	Application Is For	Return Code
Form 990 or Form 990-EZ	01	Form 1041-A	08
Form 4720 (individual)	03	Form 4720 (other than individual)	09
Form 990-PF	04	Form 5227	10
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 6069	11
Form 990-T (trust other than above)	06	Form 8870	12
Form 990-T (corporation)	07		

JOANNE SANDERS

- The books are in the care of ▶ **197 FRIEND STREET - BOSTON, MA 02114**

Telephone No. ▶ **617-371-1234** Fax No. ▶ _____

- If the organization does not have an office or place of business in the United States, check this box ▶
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) _____. If this is for the whole group, check this box . If it is for part of the group, check this box and attach a list with the names and TINs of all members the extension is for.

1 I request an automatic 6-month extension of time until **MAY 15, 2024**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:
 ▶ calendar year _____ or
 ▶ tax year beginning **JUL 1, 2022**, and ending **JUN 30, 2023**.

2 If the tax year entered in line 1 is for less than 12 months, check reason: Initial return Final return
 Change in accounting period

3a If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	3a	\$	0.
b If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	3b	\$	0.
c Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	3c	\$	0.

Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment instructions.