Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

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

OMB No. 1545-0047

2024

Open to Public Inspection

A For the 2024 calendar year, or tax year beginning 01-01-2024 , and ending 12-31-2024

B Check if applicable:
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Final return/terminated
- ☐ Amended return
- ☐ Application pending

C Name of organization
THE JUST TRUST FOR EDUCATION

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) | Room/suite
2530 MERIDIAN PARKWAY 300

City or town, state or province, country, and ZIP or foreign postal code
DURHAM, NC 27713

D Employer identification number
88-3436668

E Telephone number
(984) 263-9039

G Gross receipts $ 41,430,950

F Name and address of principal officer:
ANA ZAMORA
2530 MERIDIAN PARKWAY 300
DURHAM,NC 27713

H(a) Is this a group return for subordinates? ☐ Yes ☑ No

H(b) Are all subordinates included? ☐ Yes ☐ No

If "No," attach a list. See instructions.

H(c) Group exemption number

I Tax-exempt status: ☑ 501(c)(3) ☐ 501(c) ( ) (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: WWW.THEJUSTTRUST.ORG

K Form of organization: ☑ Corporation ☐ Trust ☐ Association ☐ Other

L Year of formation: 2022

M State of legal domicile: NC

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
THE JUST TRUST FOR EDUCATION IS A 501(C)(3) ORGANIZATION THAT FUNDS A BREADTH OF CRIMINAL JUSTICE REFORM ADVOCACY AND EDUCATIONAL WORK.

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	3
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	3
5	Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	16
6	Total number of volunteers (estimate if necessary)	6	3
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	43,617,975	38,180,042
	9	Program service revenue (Part VIII, line 2g)	0	0
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,802,838	3,250,908
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	3,281	0
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	45,424,094	41,430,950
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	29,266,206	25,780,043
	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)	2,987,911	3,308,052
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b	Total fundraising expenses (Part IX, column (D), line 25) 970,066		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	2,020,153	3,352,814
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	34,274,270	32,440,909
	19	Revenue less expenses. Subtract line 18 from line 12	11,149,824	8,990,041

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	34,406,062	66,897,589
	21	Total liabilities (Part X, line 26)	21,673,743	45,175,229
	22	Net assets or fund balances. Subtract line 21 from line 20	12,732,319	21,722,360

Part II Signature Block

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

Sign Here

Signature of officer — Date 2025-11-17

ANA ZAMORA CHIEF EXECUTIVE OFFICER
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN P01237506
Firm's name SB & COMPANY LLC			Firm's EIN 20-2153727	
Firm's address 10200 GRAND CENTRAL AVE SUITE 250 OWINGS MILLS, MD 21117			Phone no. (410) 584-0060	

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 . . . . ☑

1 Briefly describe the organization's mission:

ACCELERATE MOMENTUM FOR JUSTICE REFORM AND PUBLIC SAFETY INNOVATION IN EVERY CORNER OF THE COUNTRY. THE JUST TRUST FOR EDUCATION WORKS TO CREATE STRONGER, MORE RESILIENT STATE AND NATIONAL ADVOCACY AND PUBLIC EDUCATION ECOSYSTEMS THAT CAN ACCELERATE MOMENTUM IN OUR COUNTRY'S JOURNEY TOWARD A MORE JUST AND COMPASSIONATE ENGINE OF PUBLIC SAFETY FOR ALL.THE JUST TRUST FOR EDUCATION IS A 501(C)(3) ORGANIZATION DEDICATED TO SCALING, ALIGNING, AND DEPLOYING RESOURCES TO CRIMINAL JUSTICE REFORM NATIONALLY AND IN ALL 50 STATES.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? . . . . ☐ **Yes** ☑ **No**

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? . . . . ☐ **Yes** ☑ **No**

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses $ 27,615,425 including grants of $ 25,780,043) (Revenue $)

TJTFE ENGAGES IN A VARIETY OF ACTIVITIES TO SUPPORT CRIMINAL JUSTICE REFORM. THIS INCLUDES GRANTMAKING, PROVIDING STRATEGIC FIELD SUPPORT, ENGAGING AND ALIGNING WITH DONORS, BUILDING NETWORKS AND ALLIANCES, AND ENGAGING IN NARRATIVE CHANGE EFFORTS.

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

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

4d Other program services (Describe in Schedule O.)

(Expenses $ including grants of $) (Revenue $)

4e **Total program service expenses** 27,615,425

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules *(continued)*

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

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 ☐

				Line	Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	13			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	

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

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

Part VI **Governance, Management, and Disclosure.** *For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in 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 . . . **1a** 3 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 in Schedule O.			
b	Enter the number of voting members included in line 1a, above, who are independent . . . **1b** 3			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	**2**		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	**3**		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	**4**		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	**5**		No
6	Did the organization have members or stockholders?	**6**		No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	**7a**		No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	**7b**		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a	The governing body?	**8a**	Yes	
b	Each committee with authority to act on behalf of the governing body?	**8b**	Yes	
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 in Schedule O*	**9**		No

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?	**10a**		No
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?	**11a**	Yes	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	**12a**	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	**12b**	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe on Schedule O how this was done*	**12c**	Yes	
13	Did the organization have a written whistleblower policy?	**13**	Yes	
14	Did the organization have a written document retention and destruction policy?	**14**	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	**15a**	Yes	
b	Other officers or key employees of the organization	**15b**	Yes	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	**16a**		No
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 NC

18 Section 6104 requires an organization to make its Form 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 in Schedule O)

19 Describe in 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:
ANNETTE HOLMES CFOO 2530 MERIDIAN PARKWAY 300 DURHAM, NC 27713 (832) 640-7171

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, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(1) LARRY MILLER TREASURER	1.00	X		X				0	0	0
(2) BRIAN HOOKS SECRETARY	1.00	X		X				0	0	0
(3) PRISCILLA CHAN BOARD CHAIR	1.00	X		X				0	0	0
(4) ANA ZAMORA CHIEF EXECUTIVE OFFICER	40.00			X				373,750	0	14,008
(5) ERSLYNN ANNETTE HOLMES CHIEF FINANCE & OPERATIONS OFFICER	40.00			X				264,857	0	13,113
(6) JOLENE FORMAN CHIEF PROGRAM OFFICER	40.00				X			280,167	0	12,650
(7) KENNETH OLIVER CHIEF INNOVATION OFFICER	40.00				X			271,040	0	0
(8) KYLE CORNFORTH CHIEF OF STAFF	40.00				X			257,775	0	14,247
(9) JENNA LEDOUX CHIEF MARKETING OFFICER	40.00				X			253,500	0	12,956
(10) JAMES GORE SENIOR PROGRAM OFFICER	40.00				X			178,256	0	3,597
(11) NEHA RAVAL SENIOR PROGRAM OFFICER	40.00				X			166,109	0	9,386
(12) REBECCA GREENBERG SENIOR PROGRAM OFFICER	40.00				X			156,893	0	9,414
(13) HEATHER BROWN MOORE DIRECTOR OF GRANTS MANAGEMENT	40.00					X		144,036	0	8,642
(14) SILAS HORST PROGRAM MANAGER	40.00					X		134,031	0	8,042
(15) JAY'LEN K A BOONE MARKETING & COMMS MANAGER	40.00					X		121,775	0	6,767
(16) MATTHEW BOITANO INVESTMENT & PARTNERSHIPS MANAGER	40.00					X		150,614	0	6,225
(17) ELENIE MARTINEZ LOPEZ OPERATIONS ASSOCIATE	40.00					X		100,860	0	6,052

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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

	(D)	(E)	(F)
1b Sub-Total			
c Total from continuation sheets to Part VII, Section A			
d Total (add lines 1b and 1c)	2,853,663	0	125,099

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 14

		Yes	No
3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	3		No
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*	4	Yes	
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*	5		No

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
PAUL AND WILLIAMS INC 8264 OAKWOOD AVE LOS ANGELES, CA 90048	MARKETING AND COMMUNICATIONS CONSULTANT	300,000
WIEDEN KENNEDY INC 224 NW 13TH AVE PORTLAND, OR 97209	BRANDING, MARKETING, AND CONTENT PRODUCT	300,000
VSV LEADERSHIP LLC 1312 17TH STREET UNIT 2183 UNIT 21 DENVER, CO 80202	DEVELOPING AI SOLUTIONS FOR THE JUSTICE	250,000
SOCIAL MILLI LLC 105 SPRING ST APT407 SEATTLE, WA 98104	DESIGN & CONTENT PRODUCTION	210,000
GMMB INC 3050 K STREET NW SUITE 100 WASHINGTON, DC 20007	MARKETING AND COMMUNICATIONS CONSULTANT	209,876

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 5

Part VIII **Statement of Revenue**

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514

Contributions, Gifts, Grants, and OtherAmt Similar Amounts

Line	Description		Amount	(A)
1a	Federated campaigns . .	1a		
b	Membership dues . .	1b		
c	Fundraising events . .	1c		
d	Related organizations	1d		
e	Government grants (contributions)	1e		
f	All other contributions, gifts, grants, and similar amounts not included above	1f	38,180,042	
g	Noncash contributions included in lines 1a - 1f:$	1g		
h	**Total.** Add lines 1a-1f			38,180,042

Program Service Revenue

Line	Description	Business Code	(A)	(B)	(C)	(D)
2a						
b						
c						
d						
e						
f	All other program service revenue.					
g	**Total.** Add lines 2a–2f.					

Other Revenue

Line	Description	(A)	(B)	(C)	(D)
3	Investment income (including dividends, interest, and other similar amounts)	3,250,908			3,250,908
4	Income from investment of tax-exempt bond proceeds				
5	Royalties				

Line	Description		(i) Real	(ii) Personal
6a	Gross rents	6a		
b	Less: rental expenses	6b		
c	Rental income or (loss)	6c		

Line	Description	(A)	(B)	(C)	(D)
d	Net rental income or (loss)				

Line	Description		(i) Securities	(ii) Other
7a	Gross amount from sales of assets other than inventory	7a		
b	Less: cost or other basis and sales expenses	7b		
c	Gain or (loss)	7c		

Line	Description			(A)	(B)	(C)	(D)
d	Net gain or (loss)						
8a	Gross income from fundraising events (not including $ ____ of contributions reported on line 1c). See Part IV, line 18	8a					
b	Less: direct expenses	8b					
c	Net income or (loss) from fundraising events . .						
9a	Gross income from gaming activities. See Part IV, line 19 . . .	9a					
b	Less: direct expenses	9b					
c	Net income or (loss) from gaming activities . .						
10a	Gross sales of inventory, less returns and allowances . .	10a					
b	Less: cost of goods sold . .	10b					
c	Net income or (loss) from sales of inventory . .						

OtherRevenueMiscAmt

Line	Description	Business Code	(A)	(B)	(C)	(D)
11a						
b						
c						
d	All other revenue					
e	**Total.** Add lines 11a–11d					
12	**Total revenue.** See instructions		41,430,950	0	0	3,250,908

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	25,780,043	25,780,043		
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	1,842,634	565,382	1,074,601	202,651
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	413,866	126,988	241,361	45,517
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	878,299	269,492	512,213	96,594
10 Payroll taxes	173,253	53,160	101,039	19,054
11 Fees for services (non-employees):				
a Management				
b Legal	14,514		14,514	
c Accounting	131,809		131,809	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	2,176,252	721,739	920,303	534,210
12 Advertising and promotion	459,238		434,238	25,000
13 Office expenses				
14 Information technology	86,087	1,433	84,229	425
15 Royalties . .				
16 Occupancy	3,698		3,638	60
17 Travel	202,567	64,904	117,097	20,566
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization . .				
23 Insurance . . .	23,587		23,587	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a DUES, SUBSCRIPTIONS, AN	134,128	17,400	112,947	3,781
b MISCELLANEOUS	120,934	14,884	83,842	22,208
c				
d				
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	32,440,909	27,615,425	3,855,418	970,066
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).				

Part X **Balance Sheet**

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

			(A) Beginning of year		(B) End of year
Assets	1	Cash–non-interest-bearing	33,915,887	1	62,893,882
	2	Savings and temporary cash investments		2	
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net	484,218	4	3,984,743
	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	5,957	9	18,964
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D — 10a			
	b	Less: accumulated depreciation — 10b		10c	
	11	Investments—publicly traded securities		11	
	12	Investments—other securities. See Part IV, line 11		12	
	13	Investments—program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11		15	
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)	34,406,062	16	66,897,589
Liabilities	17	Accounts payable and accrued expenses	992,294	17	497,252
	18	Grants payable	5,815,000	18	14,029,750
	19	Deferred revenue	14,866,449	19	30,648,227
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		25	
	26	**Total liabilities.** Add lines 17 through 25	21,673,743	26	45,175,229
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here** ☑ **and complete lines 27, 28, 32, and 33.**			
	27	Net assets without donor restrictions	12,732,319	27	15,985,949
	28	Net assets with donor restrictions		28	5,736,411
		Organizations that do not follow FASB ASC 958, check here ▶ ☐ **and complete lines 29 through 33.**			
	29	Capital stock or trust principal, or current funds		29	
	30	Paid-in or capital surplus, or land, building or equipment fund		30	
	31	Retained earnings, endowment, accumulated income, or other funds		31	
	32	Total net assets or fund balances	12,732,319	32	21,722,360
	33	Total liabilities and net assets/fund balances	34,406,062	33	66,897,589

Part XI Reconcilliation 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	41,430,950
2	Total expenses (must equal Part IX, column (A), line 25)	2	32,440,909
3	Revenue less expenses. Subtract line 2 from line 1	3	8,990,041
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	12,732,319
5	Net unrealized gains (losses) on investments	5	
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 in 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	10	21,722,360

Part XII Financial Statements and Reporting

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

			Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☑ Accrual ☐ Other ________ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
	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?	2b	Yes	
	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?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in 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?	3a		No
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 in Schedule O and describe any steps taken to undergo such audits.	3b		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047
2024
Open to Public Inspection

Name of the organization
THE JUST TRUST FOR EDUCATION

Employer identification number
88-3436668

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

f Enter the number of supported organizations . . . .

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

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

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . .			1,583,870	43,617,975	38,180,042	83,381,887
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			1,583,870	43,617,975	38,180,042	83,381,887
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) . .						8,509,178
6 **Public support.** Subtract line 5 from line 4.						74,872,709

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4. .			1,583,870	43,617,975	38,180,042	83,381,887
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . .				1,802,838	3,250,908	5,053,746
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.). .				3,281		3,281
11 **Total support.** Add lines 7 through 10						88,438,914

12 Gross receipts from related activities, etc. (see instructions) 12

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f) divided by line 11, column (f)) 14

15 Public support percentage for 2023 Schedule A, Part II, line 14 15

16a **33 1/3% support test—2024.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶ ☐

b **33 1/3% support test—2023.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶ ☐

17a **10%-facts-and-circumstances test—2024.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . ▶ ☐

b **10%-facts-and-circumstances test—2023.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . ▶ ☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions . . . . ▶ ☐

Part III **Support Schedule for Organizations Described in Section 509(a)(2)**
(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(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 2024 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2023 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2024** (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from **2023** Schedule A, Part III, line 17	18	

19a **33 1/3% support tests-2024.** 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—2023.** 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, of Part I, complete Sections A and B. If you checked box 12b, of Part I, complete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you checked box 12d, of 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? *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.*	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in* ***Part VI*** *how the organization determined that the supported organization was described in section 509(a)(1) or (2).*	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer lines 3b and 3c below.*	3a		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? *If "Yes," describe in* ***Part VI*** *when and how the organization made the determination.*	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in* ***Part VI*** *what controls the organization put in place to ensure such use*.	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.*	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *If "Yes," describe in* ***Part VI*** *how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.*	4b		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? *If "Yes," explain in* ***Part VI*** *what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.*	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? *If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in* ***Part VI,*** *including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).*	5a		
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?	5b		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? *If "Yes," provide detail in* ***Part VI.***	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? *If "Yes," complete Part I of Schedule L (Form 990) .*	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).*	8		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? *If "Yes," provide detail in* ***Part VI.***	9a		
b	Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in* ***Part VI.***	9b		
c	Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? *If "Yes," provide detail in* ***Part VI.***	9c		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? *If "Yes," answer line 10b below.*	10a		
b	Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).*	10b		

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year **(see instructions)**:

- **a** ☐ The organization satisfied the Activities Test. Complete **line 2** below.
- **b** ☐ The organization is the parent of each of its supported organizations. Complete **line 3** below.
- **c** ☐ The organization supported a governmental entity. Describe in **Part VI** how you supported a government entity (see instructions)

2 Activities Test. **Answer lines 2a and 2b below.**

			Yes	No
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in* ***Part VI identify those supported organizations and explain*** *how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*	**2a**		
b	Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in* ***Part VI*** *the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*	**2b**		

3 Parent of Supported Organizations. **Answer lines 3a and 3b below.**

			Yes	No
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations?*If "Yes" or "No", provide details in* ***Part VI.***	**3a**		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in* ***Part VI.*** *the role played by the organization in this regard.*	**3b**		

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):	1		
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 85% of line 1	2		
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4	Enter greater of line 2 or line 3	4		
5	Income tax imposed in prior year	5		
6	**Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		

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

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

Section D - Distributions		**Current Year**
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (*prior IRS approval required - 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 2024 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-2024	**(iii)** Distributable Amount for 2024
1 Distributable amount for 2024 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2024 (reasonable cause required-- *explain in* ***Part VI***). See instructions.			
3 Excess distributions carryover, if any, to 2024:			
a From 2019.			
b From 2020.			
c From 2021.			
d From 2022.			
e From 2023.			
f **Total** of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2024 distributable amount			
i Carryover from 2019 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2024 from Section D, line 7: $			
a Applied to underdistributions of prior years			
b Applied to 2024 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, *explain in* ***Part VI*** . See instructions.			
6 Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, *explain in* ***Part VI***. See instructions.			
7 **Excess distributions carryover to 2025.** Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2020.			
b Excess from 2021.			
c Excess from 2022.			
d Excess from 2023.			
e Excess from 2024.			

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

Facts And Circumstances Test

Return Reference	Explanation

Additional Data

Return to Form

Software ID:

Software Version:

Schedule B
(Form 990)
(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

Schedule of Contributors

▶ Attach to Form 990, 990-EZ, or 990-PF.
▶ Go to *www.irs.gov/Form990* for the latest information.

OMB No. 1545-0047

Name of the organization	Employer identification number
THE JUST TRUST FOR EDUCATION	88-3436668

Organization type (check one):

Filers of:	**Section:**
Form 990 or 990-EZ	☐ 501(c)( ) (enter number) organization
	☐ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
	☐ 527 political organization
Form 990-PF	☐ 501(c)(3) exempt private foundation
	☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation
	☐ 501(c)(3) taxable private foundation

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

General Rule

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

Special Rules

☐ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** $5,000 or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.

☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than $1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.

☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than $1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling $5,000 or more during the year . . . . ▶ $ ______________

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

Name of organization THE JUST TRUST FOR EDUCATION	**Employer identification number** 88-3436668

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

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED	,	$ RESTRICTED	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
-		$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
-		$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
-		$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
-		$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
-		$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)

Name of organization
THE JUST TRUST FOR EDUCATION

Employer identification number
88-3436668

Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	
-		$	
-		$	
-		$	
-		$	
-		$	

Name of organization	Employer identification number
THE JUST TRUST FOR EDUCATION	88-3436668

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

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

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

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee
-	

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

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee
-	

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

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee
-	

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

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee
-	

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE D (Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
THE JUST TRUST FOR EDUCATION

Employer identification number
88-3436668

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

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

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

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

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

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

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

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

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

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

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

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

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

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

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

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

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

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

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

b Assets included in Form 990, Part X ▶ $

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

3 Using the organization's acquisition, accession, and other records, check any of the following that are a 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 programs
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**

			Amount
b	If "Yes," explain the arrangement in Part XIII and complete the following table:		
c	Beginning balance . . .	**1c**	
d	Additions during the year . . .	**1d**	
e	Distributions during the year . . .	**1e**	
f	Ending balance . . .	**1f**	

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

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

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

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

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

a Board designated or quasi-endowment ▶ ....
b Permanent endowment ▶ ....
c Term endowment ▶ ....

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

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

			Yes	No
	(i) Unrelated organizations . . .	**3a(i)**		
	(ii) Related organizations . . .	**3a(ii)**		
b	If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? . . .	**3b**		

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

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

	Description of property	**(a)** Cost or other basis (investment)	**(b)** Cost or other basis (other)	**(c)** Accumulated depreciation	**(d)** Book value
1a	Land				
b	Buildings				
c	Leasehold improvements				
d	Equipment				
e	Other				

Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶ 0

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. *(Column (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. *(Column (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	
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 FIN 48 (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	41,430,950
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a			
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	0
3	Subtract line **2e** from line **1**			3	41,430,950
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	41,430,950

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	32,440,909
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	0
3	Subtract line **2e** from line **1**			3	32,440,909
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	32,440,909

Part XIII Supplemental Information

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

Return Reference	Explanation
PART X, LINE 2:	TJTFE IS A NOT-FOR-PROFIT ORGANIZATION THAT IS EXEMPT FROM FEDERAL INCOME TAXES, OTHER THAN NET UNRELATED BUSINESS INCOME, UNDER THE PROVISIONS OF SECTION 501(C)(3) OF THE UNITED STATES INTERNAL REVENUE CODE (IRC) AND IS RECOGNIZED AS SUCH BY THE INTERNAL REVENUE SERVICE. ACCOUNTING PRINCIPLES GENERALLY ACCEPTED IN THE UNITED STATES OF AMERICA PROVIDE CONSISTENT GUIDANCE FOR THE ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES RECOGNIZED IN AN ENTITY'S FINANCIAL STATEMENTS AND PRESCRIBE A THRESHOLD OF "MORE LIKELY THAN NOT" FOR RECOGNITION OF TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN. TJTFE PERFORMED AN EVALUATION OF UNCERTAIN TAX POSITIONS AS OF DECEMBER 31, 2024, AND DETERMINED THAT THERE WERE NO MATTERS THAT WOULD REQUIRE RECOGNITION IN THE FINANCIAL STATEMENTS OR WHICH MAY HAVE ANY EFFECT ON ITS TAX-EXEMPT STATUS. AS OF DECEMBER 31, 2024, THE STATUTE OF LIMITATIONS FOR CALENDAR YEARS 2022 AND 2024 REMAINS OPEN WITH THE U.S. FEDERAL JURISDICTION AND THE VARIOUS STATE AND LOCAL JURISDICTIONS IN WHICH TJTFE FILES TAX RETURNS. IT IS TJTFE'S POLICY TO RECOGNIZE INTEREST AND/OR PENALTIES RELATED TO UNCERTAIN TAX POSITIONS, IF ANY, AS INCOME TAX EXPENSE IN THE STATEMENT OF ACTIVITIES AND CHANGE IN NET ASSETS. AS OF DECEMBER 31, 2024, TJTFE HAS NOT RECORDED ANY LIABILITY RELATED TO TAX POSITIONS TAKEN.

Additional Data

Return to Form

Software ID:

Software Version:

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule I (Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

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

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
THE JUST TRUST FOR EDUCATION

Employer identification number
88-3436668

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.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) A BEAUTIFUL HEART MINISTRIES 86-45 EDGERTON BOULEVARD JAMAICA ESTATES,NY 11432	83-4627567	501(C)(3)	15,000	0			GENERAL OPERATING SUPPORT
(2) AGILE PLANNING SOLUTIONS INC 4000 GUS YOUNG AVENUE BATON ROUGE,LA 70802	83-0868272	501(C)(3)	100,000	0			PROJECT SUPPORT FOR BATON ROUGE COMMUNITY STREET TEAM
(3) ALABAMA APPLESEED CENTER FOR LAW & JUSTICE 400 SOUTH UNION STREET SUITE 245 MONTGOMERY,AL 36104	06-1647437	501(C)(3)	150,000	0			PROJECT SUPPORT
(4) ALABAMA APPLESEED CENTER FOR LAW & JUSTICE 400 SOUTH UNION STREET SUITE 245 MONTGOMERY,AL 36104	06-1647437	501(C)(3)	20,000	0			GENERAL OPERATING SUPPORT
(5) ALABAMA APPLESEED CENTER FOR LAW & JUSTICE 400 SOUTH UNION STREET SUITE 245 MONTGOMERY,AL 36104	06-1647437	501(C)(3)	26,000	0			GENERAL OPERATING SUPPORT
(6) ALABAMA ARISE PO BOX 1188 MONTGOMERY,AL 36101	63-1186365	501(C)(3)	50,000	0			PROJECT SUPPORT
(7) ALABAMA JUSTICE INITIATIVE 2012 26TH AVENUE NORTH BIRMINGHAM,AL 35234	83-2673378	501(C)(3)	100,000	0			GENERAL OPERATING SUPPORT
(8) ALLIANCE FOR SAFETY AND JUSTICE 1624 FRANKLIN STREET 11TH FLOOR OAKLAND,CA 94612	85-3209787	501(C)(3)	1,000,000	0			GENERAL OPERATING SUPPORT
(9) ALLIANCE FOR SAFETY AND JUSTICE 1624 FRANKLIN STREET 11TH FLOOR OAKLAND,CA 94612	85-3209787	501(C)(3)	25,000	0			GENERAL OPERATING SUPPORT
(10) AMERICAN CIVIL LIBERTIES UNION FOUNDATION OF LOUISIANA 1340 POYDRAS STREET SUITE 2160 NEW ORLEANS,LA 70112	72-0717944	501(C)(3)	200,000	0			PROJECT SUPPORT
(11) AMERICAN CIVIL LIBERTIES UNION OF ALABAMA FOUNDATION PO BOX 6179 MONTGOMERY,AL 36106	63-0883872	501(C)(3)	150,000	0			PROJECT SUPPORT
(12) AMERICAN CIVIL LIBERTIES UNION OF MISSISSIPPI FOUNDATION 101 S CONGRESS STREET JACKSON,MS 39201	64-0694013	501(C)(3)	150,000	0			PROJECT SUPPORT
(13) AMERICAN CIVIL LIBERTIES UNION OF NORTH CAROLINA LEGAL FOUNDATION PO BOX 28004 RALEIGH,NC 27611	56-1019644	501(C)(3)	175,000	0			PROJECT SUPPORT
(14) AMERICAN CIVIL LIBERTIES UNION OF OKLAHOMA FOUNDATION 943 E BRITTON ROAD OKLAHOMA CITY,OK 73114	73-1003205	501(C)(3)	150,000	0			PROJECT SUPPORT
(15) AMERICAN CIVIL LIBERTIES UNION OF WEST VIRGINIA FOUNDATION PO BOX 3952 CHARLESTON,WV 25339	55-0681531	501(C)(3)	100,000	0			PROJECT SUPPORT
(16) AMERICAN FRIENDS SERVICE COMMITTEE 1501 CHERRY STREET PHILADELPHIA,PA 19102	23-1352010	501(C)(3)	15,000	0			GENERAL OPERATING SUPPORT
(17) AMERICAN FRIENDS SERVICE COMMITTEE 1501 CHERRY STREET PHILADELPHIA,PA 19102	23-1352010	501(C)(3)	125,000	0			PROJECT SUPPORT
(18) ASSOCIATION OF CHAMBER OF COMMERCE EXECUTIVES FOUNDATION 277 S WASHINGTON STREET SUITE 210 ALEXANDRIA,VA 22314	23-7204514	501(C)(3)	40,000	0			GENERAL OPERATING SUPPORT
(19) ASSOCIATION OF CHAMBER OF COMMERCE EXECUTIVES FOUNDATION 277 S WASHINGTON STREET SUITE 210 ALEXANDRIA,VA 22314	23-7204514	501(C)(3)	80,000	0			PROJECT SUPPORT
(20) ATLANTA PAD INITIATIVE 236 FORSYTH STREET SW ATLANTA,GA 30303	81-5124367	501(C)(3)	250,000	0			PROJECT SUPPORT
(21) BARD COLLEGE PRISON INITIATIVE PO BOX 5000 ANNANDALEONHUDSON, NY 125045000	14-1713034	501(C)(3)	250,000	0			PROJECT SUPPORT
(22) CAMPAIGN FOR THE FAIR SENTENCING OF YOUTH 1319 F STREET NW SUITE 303 WASHINGTON,DC 20004	27-3761788	501(C)(3)	100,000	0			GENERAL OPERATING SUPPORT
(23) CAPITAL B 209 W 29TH STREET SUITE 107 NEW YORK,NY 10001	85-3905902	501(C)(3)	200,000	0			PROJECT SUPPORT
(24) CARDINAL INSTITUTE FOR WEST VIRGINIA POLICY PO BOX 11495 CHARLESTON,WV 25339	47-1932521	501(C)(3)	75,000	0			PROJECT SUPPORT
(25) CENTER FOR COMMUNITY ALTERNATIVES 25 CHAPEL STREET BROOKLYN,NY 11201	16-1395992	501(C)(3)	20,000	0			GENERAL OPERATING SUPPORT
(26) CENTER FOR JUSTICE AND HUMAN DIGNITY 2307 SOUTH RURAL ROAD TEMPE,AZ 85282	87-2349195	501(C)(3)	100,000	0			GENERAL OPERATING SUPPORT
(27) CIVIL RIGHTS CORPS 1601 CONNECTICUT AVENUE SUITE 800 WASHINGTON,DC 20009	81-3422012	501(C)(3)	150,000	0			PROJECT SUPPORT
(28) COMMON JUSTICE 40 FLATBUSH AVENUE EXTENSION SUITE 901 BROOKLYN,NY 11201	82-0993366	501(C)(3)	30,000	0			GENERAL OPERATING SUPPORT
(29) COMMON JUSTICE 40 FLATBUSH AVENUE EXTENSION SUITE 901 BROOKLYN,NY 11201	82-0993366	501(C)(3)	125,000	0			PROJECT SUPPORT
(30) COMMUNITY SUCCESS INITIATIVE 1830-B TILLERY PLACE RALEIGH,NC 27604	16-1702165	501(C)(3)	50,000	0			GENERAL OPERATING SUPPORT
(31) CONSERVATIVES FOR CRIMINAL JUSTICE REFORM 4242 SIX FORKS ROAD SUITE 1550 RALEIGH,NC 27609	81-2417093	501(C)(3)	150,000	0			GENERAL OPERATING SUPPORT
(32) CONSERVATIVES FOR CRIMINAL JUSTICE REFORM 4242 SIX FORKS ROAD SUITE 1550 RALEIGH,NC 27609	81-2417093	501(C)(3)	25,000	0			GENERAL OPERATING SUPPORT
(33) COUNCIL ON CRIMINAL JUSTICE 700 PENNSYLVANIA AVENUE SE SUITE 2099 WASHINGTON,DC 20003	83-1925775	501(C)(3)	131,000	0			PROJECT SUPPORT
(34) COUNCIL ON CRIMINAL JUSTICE 700 PENNSYLVANIA AVENUE SE SUITE 2099 WASHINGTON,DC 20003	83-1925775	501(C)(3)	200,000	0			GENERAL OPERATING SUPPORT
(35) COUNCIL ON CRIMINAL JUSTICE 700 PENNSYLVANIA AVENUE SE SUITE 2099 WASHINGTON,DC 20003	83-1925775	501(C)(3)	15,000	0			GENERAL OPERATING SUPPORT
(36) CRIMINAL JUSTICE COORDINATING COUNCIL 100 LAFAYETTE STREET BATON ROUGE,LA 70802	83-3345765	501(C)(3)	75,000	0			GENERAL OPERATING SUPPORT
(37) DAUGHTERS BEYOND INCARCERATION 2129 ORETHA CASTLE HALEY BOULEVARD SUITE C NEW ORLEANS,LA 70113	83-0565514	501(C)(3)	75,000	0			GENERAL OPERATING SUPPORT
(38) DREAMORG 436 14TH STREET SUITE 920 OAKLAND,CA 94612	26-1140201	501(C)(3)	400,000	0			PROJECT SUPPORT
(39) DREAMORG 436 14TH STREET SUITE 920 OAKLAND,CA 94612	26-1140201	501(C)(3)	25,000	0			GENERAL OPERATING SUPPORT
(40) DREAMORG 436 14TH STREET SUITE 920 OAKLAND,CA 94612	26-1140201	501(C)(3)	15,000	0			GENERAL OPERATING SUPPORT
(41) DREAMORG 436 14TH STREET SUITE 920 OAKLAND,CA 94612	26-1140201	501(C)(3)	10,000	0			GENERAL OPERATING SUPPORT
(42) DRUG POLICY ALLIANCE 131 WEST 33RD STREET 15TH FLOOR NEW YORK,NY 10001	52-1516692	501(C)(3)	20,000	0			GENERAL OPERATING SUPPORT
(43) EMANCIPATE NC PO BOX 309 DURHAM,NC 27702	59-1755809	501(C)(3)	100,000	0			PROJECT SUPPORT
(44) END IT FOR GOOD 112 2ND AVENUE UNIT 1 HATTIESBURG,MS 39401	83-3778569	501(C)(3)	50,000	0			GENERAL OPERATING SUPPORT
(45) EQUAL JUSTICE USA 44 COURT STREET 1217 1001 BROOKLYN,NY 11201	26-1316408	501(C)(3)	500,000	0			PROJECT SUPPORT
(46) EQUAL JUSTICE USA 44 COURT STREET 1217 1001 BROOKLYN,NY 11201	26-1316408	501(C)(3)	250,000	0			PROJECT SUPPORT
(47) FAITH IN ACTION ALABAMA 21000 4TH AVENUE NORTH BIRMINGHAM,AL 35203	20-1667945	501(C)(3)	50,000	0			PROJECT SUPPORT
(48) FAMILIES AGAINST MANDATORY MINIMUMS FOUNDATION 1100 H STREET NW SUITE 1000 WASHINGTON,DC 20005	52-1750246	501(C)(3)	1,000,000	0			GENERAL OPERATING SUPPORT
(49) FINES AND FEES JUSTICE CENTER 185 WEST BROADWAY SUITE E405 NEW YORK,NY 10013	92-0642786	501(C)(3)	300,000	0			GENERAL OPERATING SUPPORT
(50) FOR THE PEOPLE 1624 FRANKLIN STREET SUITE 901 OAKLAND,CA 94612	83-3317244	501(C)(3)	100,000	0			PROJECT SUPPORT
(51) FOR THE PEOPLE 1624 FRANKLIN STREET SUITE 901 OAKLAND,CA 94612	83-3317244	501(C)(3)	600,000	0			GENERAL OPERATING SUPPORT
(52) FORMERLY INCARCERATED CONVICTED PEOPLE AND FAMILIES MOVEMENT 6526 OLD BRICK ROAD SUITE 120-165 WINDERMERE,FL 34786	88-2504971	501(C)(3)	450,000	0			PROJECT SUPPORT
(53) FORMERLY INCARCERATED CONVICTED PEOPLE AND FAMILIES MOVEMENT 6526 OLD BRICK ROAD SUITE 120-165 WINDERMERE,FL 34786	88-2504971	501(C)(3)	15,000	0			GENERAL OPERATING SUPPORT
(54) FORWARD JUSTICE 400 W MAIN STREET SUITE 203 DURHAM,NC 27701	81-2450800	501(C)(3)	350,000	0			PROJECT SUPPORT
(55) FORWARD JUSTICE 400 W MAIN STREET SUITE 203 DURHAM,NC 27701	81-2450800	501(C)(3)	400,000	0			PROJECT SUPPORT
(56) FOUNDATION FOR LOUISIANA 2022 ST BERNARD AVENUE SUITE 122B NEW ORLEANS,LA 70116	20-3399944	501(C)(3)	250,000	0			PROJECT SUPPORT
(57) FREEDOM READS INC 2666 STATE ST STE 5A HAMDEN,CT 06517	87-3023665	501(C)(3)	175,000	0			PROJECT SUPPORT
(58) GIRLS FOR A CHANGE 100 BUFORD RD NORTH CHESTERFIELD,VA 23235	61-2101953	501(C)(3)	100,000	0			PROJECT SUPPORT
(59) GLOBAL IMPACT 1199 NORTH FAIRFAX STREET SUITE 300 ALEXANDRIA,VA 22314	52-1273585	501(C)(3)	60,000	0			CONTRIBUTION FOR FUND FOR A SAFER FUTURE
(60) HIGHLANDER RESEARCH AND EDUCATION CENTER PO BOX 16109 JACKSON,MS 39236	62-0646373	501(C)(3)	75,000	0			PROJECT SUPPORT FOR PEOPLE'S ADVOCACY INSTITUTE
(61) HOPEWELL FUND 1828 L STREET NW SUITE 300-D WASHINGTON,DC 20036	47-3681860	501(C)(3)	125,000	0			PROJECT SUPPORT FOR THE CENTER FOR JUST JOURNALISM
(62) HOPEWELL FUND 1828 L STREET NW SUITE 300-D WASHINGTON,DC 20036	47-3681860	501(C)(3)	250,000	0			PROJECT SUPPORT FOR THE CENTER FOR JUST JOURNALISM
(63) HUMAN RIGHTS FOR KIDS PO BOX 5960 WASHINGTON,DC 20016	82-2971359	501(C)(3)	300,000	0			GENERAL OPERATING SUPPORT
(64) IMMIGRANT LEGAL RESOURCE CENTER [illegible]	94-2939540	501(C)(3)	100,000	0			PROJECT SUPPORT
(65) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
(66) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
(67) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
(68) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
(69) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
(70) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
(71) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
(72) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
(73) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
(74) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
(75) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
(76) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
(77) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
(78) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
(79) [illegible] SUITE 9 MEDFORD,MA 02155	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
(80) LOUISIANA CENTER FOR CHILDREN'S RIGHTS 1100 B MILTON STREET NEW ORLEANS,LA 70122	20-5961971	501(C)(3)	150,000	0			GENERAL OPERATING SUPPORT
(81) LOUISIANA PAROLE PROJECT 251 FLORIDA STREET SUITE 400 BATON ROUGE,LA 70801	81-3399508	501(C)(3)	100,000	0			GENERAL OPERATING SUPPORT
(82) NATIONAL ACADEMY OF SCIENCES 500 FIFTH STREET NW KECK 500 WASHINGTON,DC 20001	53-0196932	501(C)(3)	75,000	0			PROJECT SUPPORT
(83) NEO PHILANTHROPY 45 36TH STREET FLOOR 6 NEW YORK,NY 10018	13-3191113	501(C)(3)	20,000	0			CONTRIBUTION FOR RESPONSIBLE BUSINESS INITIATIVE FOR JUSTICE
(84) NEO PHILANTHROPY 45 36TH STREET FLOOR 6 NEW YORK,NY 10018	13-3191113	501(C)(3)	260,000	0			PROJECT SUPPORT FOR RESPONSIBLE BUSINESS INITIATIVE FOR JUSTICE
(85) NEW LIFE FELLOWSHIP MINISTRIES INC 212 EAGLE DAY AVENUE COLUMBIA,MS 39429	64-0896050	501(C)(3)	100,000	0			PROJECT SUPPORT FOR CLERGY FOR PRISON REFORM
(86) NEW VENTURE FUND 1828 L STREET NW SUITE 300-A WASHINGTON,DC 20036	20-5806345	501(C)(3)	100,000	0			PROJECT SUPPORT FOR YOUTH FIRST JUSTICE COLLABORATIVE
(87) NEW YORK UNIVERSITY 70 WASHINGTON SQUARE SOUTH NEW YORK,NY 10012	13-5562308	501(C)(3)	75,000	0			PROJECT SUPPORT
(88) NEWARK COMMUNITY STREET TEAM 915 S 16TH STREET NEWARK,NJ 07108	82-1719128	501(C)(3)	250,000	0			PROJECT SUPPORT FOR COMMUNITY BASED PUBLIC SAFETY COLLECTIVE
(89) NO MORE RED DOTS 2429 PORTLAND AVENUE LOUISVILLE,KY 40212	83-1524454	501(C)(3)	100,000	0			GENERAL OPERATING SUPPORT
(90) NORTH CAROLINA JUSTICE CENTER 224 S DAWSON STREET RALEIGH,NC 27601	56-1348186	501(C)(3)	100,000	0			PROJECT SUPPORT
(91) OKLAHOMA APPLESEED CENTER FOR LAW AND JUSTICE 110 S HARTFORD AVENUE SUITE 1008 TULSA,OK 74120	88-1530024	501(C)(3)	75,000	0			PROJECT SUPPORT
(92) OKLAHOMA APPLESEED CENTER FOR LAW AND JUSTICE 110 S HARTFORD AVENUE SUITE 1008 TULSA,OK 74120	88-1530024	501(C)(3)	50,000	0			GENERAL OPERATING SUPPORT
(93) OKLAHOMA POLICY INSTITUTE 907 S DETROIT AVENUE SUITE 1005 TULSA,OK 74120	33-1178624	501(C)(3)	200,000	0			PROJECT SUPPORT
(94) OKLAHOMANS FOR CRIMINAL JUSTICE REFORM 305 NW STREET UNIT 2055 OKLAHOMA CITY,OK 73102	61-1811295	501(C)(3)	100,000	0			GENERAL OPERATING SUPPORT
(95) ONE VOICE UNITED PO BOX 474 LAKE ODESSA,MI 48849	82-4057972	501(C)(3)	100,000	0			PROJECT SUPPORT
(96) ONE VOICE MS 1072 J R LYNCH STREET SUITE 7 JACKSON,MS 39203	02-0787550	501(C)(3)	100,000	0			PROJECT SUPPORT FOR OPERATION GOOD
(97) OPERATION GATEWAY 50 S FRENCH BROAD AVENUE SUITE 207 ASHEVILLE,NC 28801	86-2870516	501(C)(3)	50,000	0			GENERAL OPERATING SUPPORT
(98) OPERATION GATEWAY 50 S FRENCH BROAD AVENUE SUITE 207 ASHEVILLE,NC 28801	86-2870516	501(C)(3)	7,500	0			GENERAL OPERATING SUPPORT
(99) OPERATION RESTORATION 1450 POYDRAS STREET SUITE 2260 NEW ORLEANS,LA 70112	61-1791941	501(C)(3)	50,000	0			PROJECT SUPPORT
(100) PELICAN INSTITUTE FOR PUBLIC POLICY 400 POYDRAS STREET SUITE 900 NEW ORLEANS,LA 70130	26-1704791	501(C)(3)	75,000	0			PROJECT SUPPORT
(101) PHILLIPS BLACK 1721 BROADWAY STE 201 OAKLAND,CA 94612	45-2437353	501(C)(3)	170,000	0			PROJECT SUPPORT
(102) POLLEN INITIATIVE 2165 FRANCISCO BLVD E SAN RAFAEL,CA 94901	92-2619177	501(C)(3)	100,000	0			GENERAL OPERATING SUPPORT
(103) POSSIBILITY LABS 1410 FRANKLIN STREET 135 SAN FRANCISCO,CA 94109	85-3989363	501(C)(3)	75,000	0			PROJECT SUPPORT FOR CATALYZE JUSTICE
(104) POWER COALITION FOR EQUITY AND JUSTICE 4930 WASHINGTON AVENUE NEW ORLEANS,LA 70125	83-2511340	501(C)(3)	50,000	0			PROJECT SUPPORT
(105) PRISON FELLOWSHIP MINISTRIES 44180 RIVERSIDE PARKWAY LANSDOWNE,VA 20176	62-0988294	501(C)(3)	500,000	0			GENERAL OPERATING SUPPORT
(106) PRISON FELLOWSHIP MINISTRIES 44180 RIVERSIDE PARKWAY LANSDOWNE,VA 20176	62-0988294	501(C)(3)	25,000	0			GENERAL OPERATING SUPPORT
(107) PRISON JOURNALISM PROJECT 3501 SOUTHPORT AVENUE 204 CHICAGO,IL 60657	87-3805290	501(C)(3)	155,000	0			GENERAL OPERATING SUPPORT
(108) PRISON POLICY INITIATIVE 69 GARFIELD AVENUE FLOOR 1 EASTHAMPTON,MA 01027	20-3671130	501(C)(3)	375,000	0			GENERAL OPERATING SUPPORT
(109) PROMISE OF JUSTICE INITIATIVE 1024 ELYSIAN FIELDS AVENUE NEW ORLEANS,LA 70117	46-1307037	501(C)(3)	15,000	0			GENERAL OPERATING SUPPORT
(110) PROMISE OF JUSTICE INITIATIVE 1024 ELYSIAN FIELDS AVENUE NEW ORLEANS,LA 70117	46-1307037	501(C)(3)	150,000	0			GENERAL OPERATING SUPPORT
(111) PRX - PUBLIC RADIO EXCHANGE PO BOX 382234 CAMBRIDGE,MA 02238	26-3347402	501(C)(3)	150,000	0			CONTRIBUTION FOR EAR HUSTLE
(112) PUBLIC NEWS SERVICE 3980 BROADWAY STREET SUITE 103 139 BOULDER,CO 80304	82-0511533	CERTIFIED B CORPORAT	90,000	0			PROJECT SUPPORT
(113) REDEMPTION EARNED 3665 LORNA RIDGE DRIVE HOOVER,AL 36216	86-2120747	501(C)(3)	75,000	0			GENERAL OPERATING SUPPORT
(114) REPRESENT JUSTICE (FORWARD IMPACT) 777 S ALAMEDA STREET 2ND FLOOR LOS ANGELES,CA 90021	83-1501685	501(C)(3)	400,000	0			GENERAL OPERATING SUPPORT
(115) RVC SEATTLE (RAINIER VALLEY CORPS) 227 WELLS AVE S RENTON,WA 98057	47-4257834	501(C)(3)	84,000	0			PROJECT SUPPORT FOR COLLECTIVE JUSTICE
(116) SELMA CENTER FOR NONVIOLENCE TRUTH AND RECONCILIATION 8 MULBERRY RD SELMA,AL 36703	47-3461578	501(C)(3)	100,000	0			PROJECT SUPPORT
(117) SMALL BUSINESS MAJORITY FOUNDATION 1015 15TH STREET NW SUITE 450 WASHINGTON,DC 20005	03-0576666	501(C)(3)	150,000	0			PROJECT SUPPORT
(118) SOCIAL AND ENVIRONMENTAL ENTREPRENEURS 23564 CALABASAS ROAD SUITE 201 CALABASAS,CA 91302	95-4116679	501(C)(3)	40,000	0			CONTRIBUTION FOR LAW AND JUSTICE JOURNALISM PROJECT
(119) STATE POLICY NETWORK 1500 WILSON BOULEVARD SUITE 600 ARLINGTON,VA 22209	57-0952531	501(C)(3)	20,000	0			GENERAL OPERATING SUPPORT
(120) TEXAS PUBLIC POLICY FOUNDATION 901 CONGRESS AVENUE AUSTIN,TX 78701	74-2524057	501(C)(3)	1,500,000	0			PROJECT SUPPORT FOR RIGHT ON CRIME
(121) TEXAS PUBLIC POLICY FOUNDATION 901 CONGRESS AVENUE AUSTIN,TX 78701	74-2524057	501(C)(3)	20,000	0			CONTRIBUTION TO RIGHT ON CRIME
(122) TEXAS PUBLIC POLICY FOUNDATION 901 CONGRESS AVENUE AUSTIN,TX 78701	74-2524057	501(C)(3)	100,000	0			PROJECT SUPPORT FOR RIGHT ON CRIME
(123) THE ANTI-RECIDIVISM COALITION 1320 E 7TH STREET SUITE 260 LOS ANGELES,CA 90021	94-1415287	501(C)(3)	25,000	0			PROJECT SUPPORT
(124) THE APPEAL 1828 L STREET NW SUITE 300-A WASHINGTON,DC 20036	87-2194457	501(C)(3)	150,000	0			GENERAL OPERATING SUPPORT
(125) THE BETTER ANGELS SOCIETY 5185 MACARTHUR BOULEVARD SUITE 570 WASHINGTON,DC 20016	45-4587107	501(C)(3)	500,000	0			PROJECT SUPPORT
(126) THE EDUCATION AND EMPLOYMENT MINISTRY 1501 N CLASSEN BOULEVARD OKLAHOMA CITY,OK 73106	73-1296882	501(C)(3)	100,000	0			GENERAL OPERATING SUPPORT
(127) THE GROUNDTRUTH PROJECT - REPORT FOR AMERICA 10 GUEST STREET BRIGHTON,MA 02135	46-0908502	501(C)(3)	200,000	0			PROJECT SUPPORT
(128) THE LENS PO BOX 13242 NEW ORLEANS,LA 70185	27-2072772	501(C)(3)	75,000	0			PROJECT SUPPORT
(129) THE MARSHALL PROJECT 156 W 56TH STREET 3RD FLOOR NEW YORK,NY 10019	46-4353634	501(C)(3)	875,000	0			GENERAL OPERATING SUPPORT
(130) THE MARSHALL PROJECT 156 W 56TH STREET 3RD FLOOR NEW YORK,NY 10019	46-4353634	501(C)(3)	200,000	0			PROJECT SUPPORT
(131) THE NATIONAL COUNCIL FOR INCARCERATED AND FORMERLY INCARCERATED WOMEN AND G 100R WARREN STREET ROXBURY,MA 02119	81-3980673	501(C)(3)	850,000	0			GENERAL OPERATING SUPPORT
(132) THE POLITICAL REPORT 141 NEFF ANNEX COLUMBIA,MO 65211	87-1945050	501(C)(3)	200,000	0			GENERAL OPERATING SUPPORT
(133) THE REACH INITIATIVE 1044 BRENTWOOD DRIVE RUSSELL,KY 41169	85-0624450	501(C)(3)	250,000	0			PROJECT SUPPORT
(134) THE SENTENCING PROJECT 1150 CONNECTICUT AVENUE SUITE 601 WASHINGTON,DC 20036	52-1472546	501(C)(3)	200,000	0			GENERAL OPERATING SUPPORT
(135) THE THIRD SPACE FOUNDATION 1740 NE 23RD STREET SUITE C OKLAHOMA CITY,OK 73116	85-1876261	501(C)(3)	100,000	0			PROJECT SUPPORT FOR LIVEFREEOKC
(136) THE THIRD SPACE FOUNDATION 6608 N WESTERN AVENUE 325 OKLAHOMA CITY,OK 73116	85-1876261	501(C)(3)	100,000	0			PROJECT SUPPORT FOR FOUNDATION FOR LIBERATING MINDS
(137) THE THIRD SPACE FOUNDATION 6608 N WESTERN AVENUE 325 OKLAHOMA CITY,OK 73116	85-1876261	501(C)(3)	100,000	0			PROJECT SUPPORT FOR JULIUS JONES INSTITUTE
(138) THE TRUSTEES OF PRINCETON UNIVERSITY 701 CARNEGIE CENTER SUITE 445 PRINCETON,NJ 08540	21-0634501	501(C)(3)	44,000	0			GENERAL OPERATING SUPPORT
(139) TRADEOFFS 424 SOUTH 47TH STREET PHILADELPHIA,PA 19143	83-4075323	501(C)(3)	75,000	0			PROJECT SUPPORT
(140) TULSA COMMUNITY FOUNDATION 7030 S YALE SUITE 600 TULSA,OK 74136	73-1554474	501(C)(3)	250,000	0			PROJECT SUPPORT FOR TERENCE CRUTCHER FOUNDATION
(141) UNITED WAY OF METROPOLITAN CHICAGO 333 SOUTH WABASH AVENUE CHICAGO,IL 60604	30-0200478	501(C)(3)	20,000	0			CONTRIBUTION FOR CORPORATE COALITION OF CHICAGO
(142) VERA INSTITUTE OF JUSTICE 34 35TH STREET SUITE 4-2A BROOKLYN,NY 11232	13-1941627	501(C)(3)	100,000	0			PROJECT SUPPORT
(143) VERA INSTITUTE OF JUSTICE 34 35TH STREET SUITE 4-2A BROOKLYN,NY 11232	13-1941627	501(C)(3)	500,000	0			PROJECT SUPPORT
(144) VERA INSTITUTE OF JUSTICE 34 35TH STREET SUITE 4-2A BROOKLYN,NY 11232	13-1941627	501(C)(3)	20,000	0			GENERAL OPERATING SUPPORT
(145) VOICE OF THE EXPERIENCED PO BOX 13622 NEW ORLEANS,LA 70185	16-1695266	501(C)(3)	350,000	0			GENERAL OPERATING SUPPORT
(146) VOICE OF THE EXPERIENCED PO BOX 13622 NEW ORLEANS,LA 70185	16-1695266	501(C)(3)	300,000	0			PROJECT SUPPORT
(147) VOICES OF COMMUNITY ACTIVISTS & LEADERS VOCAL-NY 300 DOUGLASS STREET BROOKLYN,NY 11217	13-4094385	501(C)(3)	125,000	0			PROJECT SUPPORT
(148) WE GOT US NOW 228 PARK AVENUE S PMB 83277 NEW YORK,NY 10003	36-4819384	501(C)(3)	10,000	0			GENERAL OPERATING SUPPORT
(149) WEST ALABAMA WORKS 222 9TH STREET TUSCALOOSA,AL 35401	27-4728075	501(C)(3)	75,000	0			PROJECT SUPPORT
(150) WEST VIRGINIA CENTER ON BUDGET AND POLICY 1610 WASHINGTON STREET EAST SUITE 200 CHARLESTON,WV 25311	56-2653132	501(C)(3)	125,000	0			PROJECT SUPPORT
(151) WHITE BIRD CLINIC (CAHOOTS) 341 E 12TH AVENUE EUGENE,OR 97402	93-0585814	501(C)(3)	250,000	0			PROJECT SUPPORT

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . ▶ 116

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

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

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

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

Return Reference	Explanation
PART I, LINE 2:	GRANT RECIPIENTS ARE SELECTED THROUGH A RIGOROUS REVIEW PROCESS, INCLUDING AN INTERNAL REVIEW PROCESS AND, WHEN APPLICABLE ACCORDING TO ORGANIZATIONAL POLICIES AND PROCEDURES, A BOARD APPROVAL AND NOTIFICATION PROCESS. GRANTS TO ALL ORGANIZATIONS ARE CLOSELY MONITORED, AND GRANTEE PARTNERS REPORT ON THE UTILIZATION OF FUNDS. GRANTEE PARTNERS WITH TWO YEAR GRANTS SUBMIT INTERIM NARRATIVE AND FINANCIAL PROGRESS REPORTS, AND SECOND YEAR PAYMENTS ARE CONTINGENT UPON REVIEW AND APPROVAL OF THESE INTERIM REPORTS. ALL GRANTEE PARTNERS SUBMIT FINAL NARRATIVE AND FINANCIAL PROGRESS REPORTS. ALL REPORTS ARE REVIEWED AND APPROVED FOLLOWING INTERNAL CONTROLS AND MONITORING.

Additional Data

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Schedule J (Form 990) (Rev. January 2025)
Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
THE JUST TRUST FOR EDUCATION

Employer identification number
88-3436668

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e.g., maid, chauffeur, chef)			
b	If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	**1b**		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?	**2**		
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. ☐ Compensation committee ☐ Written employment contract ☐ Independent compensation consultant ☐ Compensation survey or study ☐ Form 990 of other organizations ☑ Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
a	Receive a severance payment or change-of-control payment?	**4a**	Yes	
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
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.	**4c**		No
	Only 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?	**5a**		No
b	Any related organization? . . . . If "Yes," on line 5a or 5b, describe in Part III.	**5b**		No
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?	**6a**		No
b	Any related organization? . . . . If "Yes," on line 6a or 6b, describe in Part III.	**6b**		No
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**		No
8	Were any amounts reported on Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	**8**		No
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	**9**		

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 are not 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, 1099-MISC compensation, and/or 1099-NEC			(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 ANA ZAMORA CHIEF EXECUTIVE OFFICER	(i)	325,000	48,750	0	14,008	0	387,758	0
	(ii)	0	0	0	0	0	0	0
2 JOLENE FORMAN CHIEF PROGRAM OFFICER	(i)	254,167	26,000	0	12,650	0	292,817	0
	(ii)	0	0	0	0	0	0	0
3 ERSLYNN ANNETTE HOLMES CHIEF FINANCE & OPERATIONS OFFICER	(i)	238,917	24,440	1,500	13,113	0	277,970	0
	(ii)	0	0	0	0	0	0	0
4 KYLE CORNFORTH CHIEF OF STAFF	(i)	233,375	24,400	0	14,247	0	272,022	0
	(ii)	0	0	0	0	0	0	0
5 KENNETH OLIVER CHIEF INNOVATION OFFICER	(i)	250,000	21,040	0	0	0	271,040	0
	(ii)	0	0	0	0	0	0	0
6 JENNA LEDOUX CHIEF MARKETING OFFICER	(i)	230,000	23,500	0	12,956	0	266,456	0
	(ii)	0	0	0	0	0	0	0
7 JAMES GORE SENIOR PROGRAM OFFICER	(i)	160,167	16,600	1,489	3,597	0	181,853	0
	(ii)	0	0	0	0	0	0	0
8 NEHA RAVAL SENIOR PROGRAM OFFICER	(i)	151,008	15,101	0	9,386	0	175,495	0
	(ii)	0	0	0	0	0	0	0
9 REBECCA GREENBERG SENIOR PROGRAM OFFICER	(i)	142,333	14,560	0	9,414	0	166,307	0
	(ii)	0	0	0	0	0	0	0
10 MATTHEW BOITANO INVESTMENT & PARTNERSHIPS MANAGER	(i)	95,857	5,000	49,757	6,225	0	156,839	0
	(ii)	0	0	0	0	0	0	0
11 HEATHER BROWN MOORE DIRECTOR OF GRANTS MANAGEMENT	(i)	144,036	0	0	8,642	0	152,678	0
	(ii)	0	0	0	0	0	0	0

Part III Supplemental Information

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

Return Reference	Explanation
PART I, LINE 4A	$46,869 OF SEVERANCE PAID TO MATTHEW BAITANO.

Additional Data

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SCHEDULE O
(Form 990)
(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
THE JUST TRUST FOR EDUCATION

Employer identification number
88-3436668

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	THE JUST TRUST FOR EDUCATION SENDS THE COMPLETED FORM 990 TO ALL MEMBERS OF THE BOARD OF DIRECTORS FOR REVIEW AND COMMENT. UPON ADDRESSING ALL COMMENTS, THE 990 IS FILED WITH THE INTERNAL REVENUE SERVICE.
FORM 990, PART VI, SECTION B, LINE 12C	YES, ALL BOARD MEMBERS AND OFFICERS ARE REQUIRED TO DISCLOSE POTENTIAL AND ACTUAL CONFLICTS OF INTEREST. THE POLICY IS MONITORED AT THE BOARD LEVEL. ONCE A CONFLICT IS DISCLOSED, THE BOARD DECIDES HOW TO ADDRESS THIS CONFLICT AND MAY DECIDE THAT THE COVERED INDIVIDUAL MAY NOT VOTE ON MATTERS BEFORE THE BOARD WHEN THEY HAVE THEY HAVE A CONFLICT IN THE MATTER. DISINTERESTED MEMBERS MUST DETERMINE WHETHER OR NOT THERE ARE ANY SUITABLE ALTERNATIVES TO POTENTIAL TRANSACTIONS THAT CAUSE CONFLICT. IF A COVERED PERSON IS FOUND IN VIOLATION OF THIS POLICY, IT MAY BE CAUSE FOR REMOVAL FROM THE BOARD OF DIRECTORS.
FORM 990, PART VI, SECTION B, LINE 15	THE JUST TRUST FOR EDUCATION USES THIRD-PARTY COMPENSATION DATA, EXPERT ANALYSTS, AND A THOROUGH INTERNAL REVIEW PROCESS TO ENSURE FAIR COMPENSATION FOR ALL EMPLOYEES, INCLUDING THE CEO, OFFICERS, AND KEY STAFF. THIS PROCESS ALIGNS SALARIES WITH MARKET RATES AND INTERNAL EQUITY WHILE CONSIDERING FACTORS SUCH AS PERFORMANCE, EXPERIENCE, AND THE ORGANIZATION'S FINANCIAL CONSTRAINTS. THE BOARD OF DIRECTORS ANNUALLY APPROVES OVERALL SALARY INCREASES AS PART OF THE BUDGETING PROCESS.
FORM 990, PART VI, SECTION C, LINE 18	THE ORGANIZATION MAKES AVAILABLE TO THE PUBLIC THOSE DOCUMENTS WHICH IT IS REQUIRED BY LAW TO PROVIDE. THE FORM 990 IS ALSO AVAILABLE ON GUIDESTAR.
FORM 990, PART VI, SECTION C, LINE 19	AVAILABLE UPON REQUEST OR ON GUIDESTAR.ORG
FORM 990, PART XII, LINE 2C	THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

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