Form 990

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

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

A For the 2021 calendar year, or tax year beginning 09-01-2021 , and ending 08-31-2022

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

C Name of organization
WASHINGTON EDUCATION ASSOCIATION

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) PO BOX 9100
Room/suite

City or town, state or province, country, and ZIP or foreign postal code
FEDERAL WAY, WA 980639100

D Employer identification number
91-0460645

E Telephone number
(253) 765-7007

G Gross receipts $ 50,449,316

F Name and address of principal officer:
LARRY DELANEY

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) (5) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW.WASHINGTONEA.ORG

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

L Year of formation: 1889

M State of legal domicile: WA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
TO PROMOTE THE TEACHING PROFESSION AND PUBLIC EDUCATION IN THE STATE OF WASHINGTON.

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	81
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	81
5	Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	206
6	Total number of volunteers (estimate if necessary)	6	
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	88,055
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	

Revenue

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)		0
9	Program service revenue (Part VIII, line 2g)	48,682,221	50,375,545
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	3,558	53,035
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	18,066	20,278
12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	48,703,845	50,448,858

Expenses

		Prior Year	Current Year
13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	543,367	1,426,640
14	Benefits paid to or for members (Part IX, column (A), line 4)		0
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	21,851,115	28,611,123
16a	Professional fundraising fees (Part IX, column (A), line 11e)		0
b	Total fundraising expenses (Part IX, column (D), line 25) ▶0		
17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	21,391,394	23,807,027
18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	43,785,876	53,844,790
19	Revenue less expenses. Subtract line 18 from line 12	4,917,969	-3,395,932

Net Assets or Fund Balances

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	59,466,784	49,720,951
21	Total liabilities (Part X, line 26)	75,176,962	50,980,561
22	Net assets or fund balances. Subtract line 21 from line 20	-15,710,178	-1,259,610

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 2023-06-30

DONNA WESLEY CFO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
		2023-06-29		P00171649

Firm's name ▶ TREMPER & CO LLP — Firm's EIN ▶ 91-0872222

Firm's address ▶ 3131 ELLIOTT AVE STE 290
SEATTLE, WA 98121 — Phone no. (206) 285-4456

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:

THE MISSION OF THE WASHINGTON EDUCATION ASSOCIATION IS TO ADVANCE THE PROFESSIONAL INTERESTS OF ITS MEMBERS IN ORDER TO MAKE PUBLIC EDUCATION THE BEST IT CAN BE FOR STUDENTS, STAFF, AND COMMUNITIES.

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

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

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

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

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

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

GOVERNANCE/ADMINISTRATION - TO FORMULATE ASSOCIATION POLICY AND TO ENSURE IMPLEMENTATION OF THE GOALS, OBJECTIVES AND ACTIVITIES OF THE ASSOCIATION IN ACCORDANCE WITH THE DESIRES AND NEEDS OF THE MEMBERSHIP. TO PROVIDE GOVERNANCE WITH ADVICE AND COUNSEL AS PRESCRIBED IN WEA POLICY ON THE FORMULATION OF GOALS, OBJECTIVES, POLICY AND ACTIVITIES OF THE ASSOCIATION IN THE FOLLOWING GENERAL AREAS: ACCREDITATION, CERTIFICATION, INSTRUCTION, PERSONNEL, COLLECTIVE BARGAINING, STATE AND FEDERAL LEGISLATION, HUMAN RELATIONS, AND RIGHTS OF SCHOOL EMPLOYEES. TO PROVIDE LEGAL SERVICES AND ADVICE TO WEA, ITS STAFF AND GOVERNANCE, LOCAL ASSOCIATIONS, AND MEMBERS; TO PROTECT AND STRENGTHEN THE LEGAL AND BARGAINING RIGHTS OF SCHOOL EMPLOYEES. PUBLIC POLICY CENTER - TO ENSURE THAT WEA IS A SIGNIFICANT PARTICIPANT IN THE LEGISLATIVE PROCESS OF THE STATE AND NATION, OBTAIN PASSAGE AND IMPLEMENTATION OF LEGISLATION CONSISTENT WITH ASSOCIATION GOALS AND ASSURE ADEQUATE RESOURCE ALLOCATIONS TO IMPROVE SALARIES, CONDITIONS OF WORK, AND EDUCATIONAL PROGRAMS. CENTER FOR EDUCATION QUALITY: ORGANIZING AND ADVOCACY CENTER - TO PROVIDE PROGRAM AND STAFF SERVICES TO ASSIST INDIVIDUAL SCHOOL EMPLOYEES AND LEADERS TO OBTAIN AND UTILIZE THE INDIVIDUAL AND COLLECTIVE POWER THEY NEED TO CONTROL THEIR WORK ENVIRONMENT, INCLUDING APPROPRIATE COMPENSATION. TO PROVIDE RESEARCH SUPPORT ENABLING THE ASSOCIATION TO CARRY OUT ITS GOALS AND OBJECTIVES IN AN EFFICIENT MANNER. COMMUNICATION AND PR CENTER - TO INFORM THE MEMBERSHIP AND THE PUBLIC THROUGH UTILIZATION OF INTERNAL AND EXTERNAL MEDIA OF THE ASSOCIATION'S GOALS AND ACHIEVEMENTS AND OF THE PROFESSION'S CONCERN FOR PUBLIC EDUCATION IN WASHINGTON.

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** ▶

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		No
2	Is the organization required to complete *Schedule B, Schedule of Contributors*? See instructions.	2		No
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	Yes	
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		
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	Yes	
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	Yes	
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	Yes	
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	Yes	
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		No
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)*

			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		
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		
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		
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 ☐

					Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	233			
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		

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	206			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.			2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			3a	Yes	
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	Yes	
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		
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		
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?			13a		
	Note. See the instructions for additional information the organization must report on Schedule O.					
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	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, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? 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. 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.	1a 81			
b	Enter the number of voting members included in line 1a, above, who are independent	1b 81			
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	Yes	
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	Yes	
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 ▶

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:

▶DONNA WESLEY PO BOX 9100 FEDERAL WAY, WA 980639100 (253) 765-7007

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, 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: 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
(1) LARRY DELANEY PRESIDENT	37.50	X		X				194,647	99,622	18,012
(2) JANIE WHITE VICE PRESIDE	37.50	X		X				172,939	69,297	15,700
(3) ERIC ASKELAND BOARD MEMBER	5.00	X						0	0	0
(4) KATHIE AXTELL BOARD MEMBER	5.00	X						0	0	0
(5) JEN BEN BOARD MEMBER	5.00	X						0	0	0
(6) SILAS BERRY BOARD MEMBER	5.00	X						0	0	0
(7) JOE BENTO BOARD MEMBER	5.00	X						700	0	0
(8) BILL BEVILLE BOARD MEMBER	5.00	X						0	0	0
(9) JEB BINNS BOARD MEMBER	5.00	X						700	0	0
(10) JOSH BOE BOARD MEMBER	5.00	X						0	0	0
(11) KAITLIN KAMALEI BRANDON BOARD MEMBER	5.00	X						0	0	0
(12) SHAWN BREHM BOARD MEMBER	5.00	X						700	0	0
(13) JANET CALDWELL BOARD MEMBER	5.00	X						700	0	0
(14) TAMMIE CARR BOARD MEMBER	5.00	X						700	0	0
(15) DEBBY CHANDLER BOARD MEMBER	5.00	X						895	0	0
(16) KEVIN COPE BOARD MEMBER	5.00	X						0	0	0
(17) MICHAEL COOK BOARD MEMBER	5.00	X						0	0	0

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): 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
(18) BARB CRUZ BOARD MEMBER	5.00	X						770	0	0
(19) KEVEN CUMMINS BOARD MEMBER	5.00	X						0	0	0
(20) JULIANNA DAUBLE BOARD MEMBER	5.00	X						700	0	0
(21) SWAN EATON BOARD MEMBER	5.00	X						0	0	0
(22) SHANNON ERGUN BOARD MEMBER	5.00	X						0	0	0
(23) STEPHANIE ERVIN BOARD MEMBER	5.00	X						0	0	0
(24) MICHELLE FAYETTE BOARD MEMBER	5.00	X						0	0	0
(25) VALLERIE FISHER BOARD MEMBER	5.00	X						645	0	0
(26) FILMA FONTANILLA BOARD MEMBER	5.00	X						1,680	0	0
(27) JUSTIN FOX-BAILEY BOARD MEMBER	5.00	X						0	0	0
(28) COOKIE GRANT-SUGGS BOARD MEMBER	5.00	X						0	0	0
(29) ROCHELLE GREENWELL BOARD MEMBER	5.00	X						645	0	0
(30) TAMMY GRUBB BOARD MEMBER	5.00	X						700	0	0
(31) BOB GUSTIN BOARD MEMBER	5.00	X						0	0	0
(32) BRITTANY HAGGARD BOARD MEMBER	5.00	X						0	0	0
(33) DANIEL HARADA BOARD MEMBER	5.00	X						700	0	0
(34) ELAINE HOGG BOARD MEMBER	5.00	X						0	0	0
(35) GLENN JENKINS BOARD MEMBER	5.00	X						0	0	0
(36) VICKY JENSEN BOARD MEMBER	5.00	X						0	0	0
(37) PAMELLA JOHNSON BOARD MEMBER	5.00	X						0	0	0
(38) SARA KETELSEN BOARD MEMBER	5.00	X						700	0	0
(39) JARED KINK BOARD MEMBER	5.00	X						0	0	0
(40) PETER KNOWLES BOARD MEMBER	5.00	X						0	0	0
(41) CHARLOTTE LARTEY BOARD MEMBER	5.00	X						0	0	0
(42) TANI LINDQUIST BOARD MEMBER	5.00	X						700	0	0
(43) MARY LINDSEY BOARD MEMBER	5.00	X						0	0	0
(44) NANI LIUM BOARD MEMBER	5.00	X						750	0	0
(45) BILL LYNE BOARD MEMBER	5.00	X						0	0	0
(46) ANNA-MELISSA LYONS BOARD MEMBER	5.00	X						0	0	0
(47) TIM MARTIN BOARD MEMBER	5.00	X						0	0	0
(48) JENNIFER MATTER BOARD MEMBER	5.00	X						0	0	0
(49) HOWARD MAWHINNEY BOARD MEMBER	5.00	X						0	0	0
(50) SHANNON MCCANN BOARD MEMBER	5.00	X						0	0	0
(51) MARGARITA MORFIN BOARD MEMBER	5.00	X						700	0	0
(52) CAMERON MUNRO BOARD MEMBER	5.00	X						0	0	0
(53) LAVASHA MURDOCH BOARD MEMBER	5.00	X						0	0	0
(54) CARLA NACCARATO-SINCLAIR BOARD MEMBER	5.00	X						0	0	0
(55) RAY NELSON BOARD MEMBER	5.00	X						700	0	0
(56) KIRSTIN NICHOLSON BOARD MEMBER	5.00	X						0	0	0
(57) ANDI NOFZIGER-MEADOWS BOARD MEMBER	5.00	X						700	0	0
(58) JAN OLMSTEAD BOARD MEMBER	5.00	X						0	0	0
(59) MARTHA PATTERSON BOARD MEMBER	5.00	X						700	0	0
(60) KAELYN PYKE BOARD MEMBER	5.00	X						0	0	0
(61) ERIC PICKENS BOARD MEMBER	5.00	X						700	0	0
(62) JEREMY PITTS BOARD MEMBER	5.00	X						0	0	0
(63) SHANNON RASMUSSEN BOARD MEMBER	5.00	X						0	0	0
(64) BECCA RITCHIE BOARD MEMBER	5.00	X						700	0	0
(65) JIM SCHELL BOARD MEMBER	5.00	X						0	0	0
(66) AUDRA SHAW BOARD MEMBER	5.00	X						700	0	0
(67) JEREMY SHAY BOARD MEMBER	5.00	X						700	0	0
(68) SOBIA SHEIKH BOARD MEMBER	5.00	X						0	0	0
(69) SUSAN SMITH BOARD MEMBER	5.00	X						605	0	0
(70) ALLISON SNOW BOARD MEMBER	5.00	X						700	0	0
(71) SUZANNE SOUTHERLAND BOARD MEMBER	5.00	X						700	0	0
(72) AMY STERN BOARD MEMBER	5.00	X						700	0	0
(73) KEITH SWANSON BOARD MEMBER	5.00	X						0	0	0
(74) JOE THAYER BOARD MEMBER	5.00	X						0	0	0
(75) RACHEL TOCHIKI BOARD MEMBER	5.00	X						0	0	0
(76) CAITLIN TUMLINSON BOARD MEMBER	5.00	X						700	0	0
(77) MASON QUIROZ BOARD MEMBER	5.00	X						0	0	0
(78) KARI VAN NOSTRAN BOARD MEMBER	5.00	X						700	0	0
(79) NICOLE WAY BOARD MEMBER	5.00	X						0	0	0
(80) PAMELA WILSON BOARD MEMBER	5.00	X						0	0	0
(81) TERRI WINCKLER BOARD MEMBER	5.00	X						700	0	0
(82) AIMEE IVERSON EXECUTIVE DI	37.50			X				263,460	0	152,085
(83) DONNA WESLEY CFO	37.50			X				247,745	0	117,123
(84) DJIBRIL DIOP DIR. GOVERNM	37.50				X			213,488	0	125,765
(85) NACHE' DUNCAN ADV. AND ORG	37.50				X			203,173	0	118,130
(86) MICHAEL GAWLEY GENERAL COUN	37.50				X			200,359	0	110,018
(87) MARY HOWES DIR. ADV. AN	37.50				X			198,445	0	122,100
(88) LISA KODAMA DIR. PROFESS	37.50				X			186,585	0	118,169
(89) RICHARD WOOD ADV. AND ORG	37.50				X			178,407	0	113,777
(90) ROBERT FORHAN PROFESSIONAL	37.50					X		186,959	0	115,041
(91) SHELBY HOPKINS PROFESSIONAL	37.50					X		186,447	0	100,757
(92) PING LU PROFESSIONAL	37.50					X		184,807	0	96,415
(93) JEREMY EICHHORN PROFESSIONAL	37.50					X		183,391	0	111,682
(94) JILL VAN GLUBT PROFESSIONAL	37.50					X		183,778	0	88,856
1b Sub-Total ▶										
c Total from continuation sheets to Part VII, Section A ▶										
d Total (add lines 1b and 1c) ▶								3,007,420	168,919	1,523,630

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 ▶ 149

			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
MONTOYA HINCKLEY PLLC 4301 TIETON DRIVE YAKIMA, WA 98908	LEGAL SERVICES	326,960
MATHEY LAW FIRM PLLC 23 S WENATCHEE AVENUE STE 320 WENATCHEE, WA 98801	LEGAL SERVICES	241,925
JOSEPH EVANS, PO BOX 519 BREMERTON, WA 98337	LEGAL SERVICES	149,017
STOEL RIVES LLP 101 S CAPITOL BLVD STE 1900 BOISE, ID 83702	LEGAL SERVICES	140,208
COGDILL NICHOLS REIN WARTELLE ANDREW 3232 ROCKEFELLER AVENUE EVERETT, WA 98201	LEGAL SERVICES	113,618

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 ▶ 8

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	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				
	g Noncash contributions included in lines 1a - 1f:$	1g				
	h Total. Add lines 1a-1f . . . . ▶					
Program Service Revenue		Business Code				
	2a MEMBERSHIP DUES	611710	43,839,146	43,839,146		
	b NATIONAL FINANCIAL SUPPORT	611710	3,498,976	3,498,976		
	c REIMBURSEMENTS	611710	2,580,796	2,580,796		
	d UNIFIED LEGAL SERVICES	611710	290,074	290,074		
	e BENEFIT SERVICE FEES	524298	86,647		86,647	
	f All other program service revenue.		79,906	79,906		
	g Total. Add lines 2a–2f. . . . . ▶		50,375,545			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) . . . ▶		53,493			53,493
	4 Income from investment of tax-exempt bond proceeds ▶					
	5 Royalties . . . . ▶					

		(i) Real	(ii) Personal
6a Gross rents	6a	18,870	
b Less: rental expenses	6b		
c Rental income or (loss)	6c	18,870	

	(A)	(B)	(C)	(D)
d Net rental income or (loss) . . . . ▶	18,870			18,870

		(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		458
c Gain or (loss)	7c		-458

	(A)	(B)	(C)	(D)
d Net gain or (loss) . . . . ▶	-458	-458		

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	

	(A)	(B)	(C)	(D)
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	

	(A)	(B)	(C)	(D)
c Net income or (loss) from gaming activities . . ▶				

10a Gross sales of inventory, less returns and allowances . .	10a	1,408
b Less: cost of goods sold . .	10b	

	(A)	(B)	(C)	(D)
c Net income or (loss) from sales of inventory . . ▶	1,408		1,408	

Miscellaneous Revenue	Business Code	(A)	(B)	(C)	(D)
11a					
b					
c					
d All other revenue					
e Total. Add lines 11a–11d . . . . ▶					
12 Total revenue. See instructions . . . . . ▶		50,448,858	50,288,440	88,055	72,363

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	1,426,640			
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	2,728,091			
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	14,212,631			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	6,678,753			
9 Other employee benefits	3,869,892			
10 Payroll taxes	1,121,756			
11 Fees for services (non-employees):				
a Management				
b Legal	974,297			
c Accounting	117,345			
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)	2,379,378			
12 Advertising and promotion	94,703			
13 Office expenses	2,800,450			
14 Information technology	659,540			
15 Royalties				
16 Occupancy	1,015,184			
17 Travel	554,946			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	824,549			
20 Interest	112,502			
21 Payments to affiliates	13,596,797			
22 Depreciation, depletion, and amortization	300,803			
23 Insurance				
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 AND FEES	181,340			
b SETTLEMENT REFUNDS	106,673			
c CREDIT CARD AND BANK PROC	81,652			
d COVID MEMBER SUPPORT	6,868			
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	53,844,790	0	0	0
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		14,590,343	1	12,872,822
	2	Savings and temporary cash investments		13,379,163	2	9,753,092
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		6,747,069	4	8,154,710
	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			9	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 14,857,469			
	b	Less: accumulated depreciation	10b 6,719,622	8,345,990	10c	8,137,847
	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		16,404,219	15	10,802,480
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		59,466,784	16	49,720,951
Liabilities	17	Accounts payable and accrued expenses		877,529	17	1,511,997
	18	Grants payable			18	
	19	Deferred revenue		409,416	19	712,962
	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		3,857,781	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		70,032,236	25	48,755,602
	26	**Total liabilities.** Add lines 17 through 25		75,176,962	26	50,980,561
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		-15,710,178	27	-1,259,610
	28	Net assets with donor restrictions			28	
		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		-15,710,178	32	-1,259,610
	33	Total liabilities and net assets/fund balances		59,466,784	33	49,720,951

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	50,448,858
2	Total expenses (must equal Part IX, column (A), line 25)	2	53,844,790
3	Revenue less expenses. Subtract line 2 from line 1	3	-3,395,932
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	-15,710,178
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	17,846,500
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	-1,259,610

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 Single Audit Act and OMB Circular A-133?	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 C
(Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.
▶Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then
- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then
- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then
- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of the organization	Employer identification number
WASHINGTON EDUCATION ASSOCIATION	91-0460645

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

1 Provide a description of the organization’s direct and indirect political campaign activities in Part IV. See instructions for definition of “political campaign activities."

2 Political campaign activity expenditures. See instructions ▶ $ 1,896,994

3 Volunteer hours for political campaign activities. See instructions

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

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

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

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

4a Was a correction made? ☐ Yes ☐ No

b If "Yes," describe in Part IV.

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

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

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

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

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

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

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

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

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	**(a)** Filing organization's totals	**(b)** Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)		
b Total lobbying expenditures to influence a legislative body (direct lobbying)		
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures		
e Total exempt purpose expenditures (add lines 1c and 1d)		
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		

If the amount on line 1e, column (a) or (b) is:	**The lobbying nontaxable amount is:**
Not over $500,000	20% of the amount on line 1e.
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000.
Over $1,000,000 but not over $1,500,000	$175,000 plus 10% of the excess over $1,000,000.
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000.
Over $17,000,000	$1,000,000.

	(a)	(b)
g Grassroots nontaxable amount (enter 25% of line 1f)		
h Subtract line 1g from line 1a. If zero or less, enter -0-.		
i Subtract line 1f from line 1c. If zero or less, enter -0-.		

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ **Yes** ☐ **No**

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

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	**(a)** 2018	**(b)** 2019	**(c)** 2020	**(d)** 2021	**(e)** Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

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

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

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

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

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

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

Part IV Supplemental Information

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

Return Reference	Explanation
SCHEDULE C, PART I-A, LINE 1	MEMBER COMMUNICATIONS, TRAINING AND INDIRECT SUPPORT CONCERNING EFFORTS TO ELECT STATE AND LOCAL CANDIDATES.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

OMB No. 1545-0047
2021
Open to Public Inspection

Name of the organization
WASHINGTON EDUCATION ASSOCIATION

Employer identification number
91-0460645

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 7/25/06, 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

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

			Amount
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		2,573,437		2,573,437
b Buildings		9,131,222	3,787,817	5,343,405
c Leasehold improvements				
d Equipment		1,862,996	1,689,272	173,724
e Other		1,289,814	1,242,533	47,281
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* ▶				8,137,847

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)UNFUNDED PENSION RECEIVABLE - AFFILI	10,364,625
(2)SUPPLIES AND DEFERRED EXPENSES	437,855
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 15.)* . . . . ▶	10,802,480

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	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	48,755,602

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	50,490,153
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	41,295		
e	Add lines **2a** through **2d**			2e	41,295
3	Subtract line **2e** from line **1**			3	50,448,858
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	
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	50,448,858

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	53,886,085
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	41,295		
e	Add lines **2a** through **2d**			2e	41,295
3	Subtract line **2e** from line **1**			3	53,844,790
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	
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	53,844,790

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
SCHEDULE D, PAGE 4, PART XI, LINE 2D	EMPLOYEE RETENTION CREDIT - REVENUE ON FINANCIAL STATEMENT 41,295
SCHEDULE D, PAGE 4, PART XII, LINE 2D	EMPLOYEE RETENTION CREDIT - REDUCTION OF EXPENSE ON 990 41,295

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)

Department of the Treasury
Internal Revenue Service

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

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
WASHINGTON EDUCATION ASSOCIATION

Employer identification number
91-0460645

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) BALANCE OUR TAX CODE PO BOX 21961 SEATTLE,WA 98111	83-3906690	(C)(4)	10,000				PROVIDE SUPPORT TO O
(2) ECONOMIC OPPORTUNITY INSTITUTE 603 STEWARD STREET STE 715 SEATTLE,WA 98101	91-1999302	(C)(3)	10,000				PROVIDE SUPPORT TO O
(3) INVEST IN WASHINGTON NOW CAMPAIGN 603 STEWART ST STE 819 SEATTLE,WA 98101	85-1501210	(C)(1)	250,000				PROVIDE SUPPORT TO O
(4) NEA FOUNDATION 1201 16TH ST NW STE 416 WASHINGTON,DC 20036	23-7035089	(C)(3)	10,000				PROVIDE SUPPORT TO O
(5) NO TAX CUT FOR THE SUPER RICH PO BOX 21961 SEATTLE,WA 98111	88-1425071	(C)(1)	50,000				PROVIDE SUPPORT TO O
(6) SEATTLE OUT & PROUD 600 1ST AVE STE 430 SEATTLE,WA 98104	20-3784927	(C)(4)	7,500				PROVIDE SUPPORT TO O
(7) SOUND ALLIANCE UNITED 649 STRANDER BLVD STE B TUKWILA,WA 98188	20-3006721	(C)(4)	10,000				PROVIDE SUPPORT TO O
(8) WEA-PAC 32032 WEYERHAEUSER WAY S FEDERAL WAY,WA 98101	91-6074250	527	1,000,000				PROVIDE SUPPORT TO O
(9) WINWIN ACTION 1402 3RD AVE STE 201 SEATTLE,WA 98101	26-3921408	(C)(4)	20,000				PROVIDE SUPPORT TO O

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

3 Enter total number of other organizations listed in the line 1 table . . . ▶ 8

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
SCHEDULE I, PAGE 1, PART I, LINE 2	GRANTS OR ASSISTANCE IS ONLY PROVIDED TO ORGANIZATIONS LOCATED WITHIN THE UNITED STATES SHARING COMMON INTERESTS.

Additional Data

Return to Form

Software ID:

Software Version:

Schedule J (Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
WASHINGTON EDUCATION ASSOCIATION

Employer identification number
91-0460645

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 ☐ Travel for companions ☐ Tax idemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ 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 ☑ Independent compensation consultant ☐ Form 990 of other organizations ☑ Written employment contract ☑ Compensation survey or study ☑ 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**		No
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**		
b	Any related organization? . . . . If "Yes," on line 5a or 5b, describe in Part III.	**5b**		
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**		
b	Any related organization? . . . . If "Yes," on line 6a or 6b, describe in Part III.	**6b**		
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**		
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**		
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 LARRY DELANEY PRESIDENT	(i)	194,647			13,472	4,540	212,659	
	(ii)	99,622					99,622	
2 JANIE WHITE VICE PRESIDENT	(i)	172,939			11,998	3,702	188,639	
	(ii)	69,297					69,297	
3 AIMEE IVERSON EXECUTIVE DIRECTOR	(i)	263,460			108,647	43,438	415,545	
	(ii)							
4 DONNA WESLEY CFO	(i)	247,745			88,312	28,811	364,868	
	(ii)							
5 DJIBRIL DIOP DIR. GOVERNMENT REL.	(i)	213,488			82,161	43,604	339,253	
	(ii)							
6 NACHE' DUNCAN ADV. AND ORG. MANAGE	(i)	203,173			75,093	43,037	321,303	
	(ii)							
7 MICHAEL GAWLEY GENERAL COUNSEL	(i)	200,359			79,007	31,011	310,377	
	(ii)							
8 MARY HOWES DIR. ADV. AND ORG.	(i)	198,445			78,694	43,406	320,545	
	(ii)							
9 LISA KODAMA DIR. PROFESSIONAL PR	(i)	186,585			75,129	43,040	304,754	
	(ii)							
10 RICHARD WOOD ADV. AND ORG. MANAGE	(i)	178,407			70,740	43,037	292,184	
	(ii)							
11 ROBERT FORHAN PROFESSIONAL STAFF	(i)	186,959			72,282	42,759	302,000	
	(ii)							
12 SHELBY HOPKINS PROFESSIONAL STAFF	(i)	186,447			69,746	31,011	287,204	
	(ii)							
13 PING LU PROFESSIONAL STAFF	(i)	184,807			68,542	27,873	281,222	
	(ii)							
14 JEREMY EICHHORN PROFESSIONAL STAFF	(i)	183,391			68,923	42,759	295,073	
	(ii)							
15 JILL VAN GLUBT PROFESSIONAL STAFF	(i)	183,778			69,409	19,447	272,634	
	(ii)							

Part III Supplemental Information

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

Return Reference	Explanation

Additional Data

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SCHEDULE O (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
WASHINGTON EDUCATION ASSOCIATION

Employer identification number
91-0460645

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4A	GOVERNANCE/ADMINISTRATION - TO FORMULATE ASSOCIATION POLICY AND TO ENSURE IMPLEMENTATION OF THE GOALS, OBJECTIVES AND ACTIVITIES OF THE ASSOCIATION IN ACCORDANCE WITH THE DESIRES AND NEEDS OF THE MEMBERSHIP. TO PROVIDE GOVERNANCE WITH ADVICE AND COUNSEL AS PRESCRIBED IN WEA POLICY ON THE FORMULATION OF GOALS, OBJECTIVES, POLICY AND ACTIVITIES OF THE ASSOCIATION IN THE FOLLOWING GENERAL AREAS: ACCREDITATION, CERTIFICATION, INSTRUCTION, PERSONNEL, COLLECTIVE BARGAINING, STATE AND FEDERAL LEGISLATION, HUMAN RELATIONS, AND RIGHTS OF SCHOOL EMPLOYEES. TO PROVIDE LEGAL SERVICES AND ADVICE TO WEA, ITS STAFF AND GOVERNANCE, LOCAL ASSOCIATIONS, AND MEMBERS; TO PROTECT AND STRENGTHEN THE LEGAL AND BARGAINING RIGHTS OF SCHOOL EMPLOYEES. PUBLIC POLICY CENTER - TO ENSURE THAT WEA IS A SIGNIFICANT PARTICIPANT IN THE LEGISLATIVE PROCESS OF THE STATE AND NATION, OBTAIN PASSAGE AND IMPLEMENTATION OF LEGISLATION CONSISTENT WITH ASSOCIATION GOALS AND ASSURE ADEQUATE RESOURCE ALLOCATIONS TO IMPROVE SALARIES, CONDITIONS OF WORK, AND EDUCATIONAL PROGRAMS. CENTER FOR EDUCATION QUALITY: ORGANIZING AND ADVOCACY CENTER - TO PROVIDE PROGRAM AND STAFF SERVICES TO ASSIST INDIVIDUAL SCHOOL EMPLOYEES AND LEADERS TO OBTAIN AND UTILIZE THE INDIVIDUAL AND COLLECTIVE POWER THEY NEED TO CONTROL THEIR WORK ENVIRONMENT, INCLUDING APPROPRIATE COMPENSATION. TO PROVIDE RESEARCH SUPPORT ENABLING THE ASSOCIATION TO CARRY OUT ITS GOALS AND OBJECTIVES IN AN EFFICIENT MANNER. COMMUNICATION AND PR CENTER - TO INFORM THE MEMBERSHIP AND THE PUBLIC THROUGH UTILIZATION OF INTERNAL AND EXTERNAL MEDIA OF THE ASSOCIATION'S GOALS AND ACHIEVEMENTS AND OF THE PROFESSION'S CONCERN FOR PUBLIC EDUCATION IN WASHINGTON.
FORM 990, PAGE 6, PART VI, LINE 6	THE ORGANIZATION HAS DUES PAYING MEMBERS THAT ARE PUBLIC SCHOOL EMPLOYEES IN THE STATE OF WASHINGTON. THESE MEMBERS HAVE THE RIGHT TO VOTE FOR MEMBERS OF THE BOARD OF DIRECTORS.
FORM 990, PAGE 6, PART VI, LINE 7A	MEMBERSHIP ANNUALLY ELECTS THE BOARD OF DIRECTORS.
FORM 990, PAGE 6, PART VI, LINE 11B	THE FORM 990 IS REVIEWED BY MEMBERS OF THE BUDGET AND FINANCE COMMITTEE OF THE BOARD OF DIRECTORS PRIOR TO FILING.
FORM 990, PAGE 6, PART VI, LINE 12C	ANY IDENTIFIED CONFLICTS ARE ADDRESSED AS PROVIDED FOR IN THE BOARD APPROVED CONFLICT OF INTEREST DOCUMENT.
FORM 990, PAGE 6, PART VI, LINE 15A	THE COMPENSATION DETERMINATION PROCESS INCLUDES APPROVAL BY THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS, COMPARISONS TO OTHER ORGANIZATIONS, AND IS DOCUMENTED IN BOARD MINUTES. OFFICER/KEY EMPLOYEE COMPENSATION IS DETERMINED AS EMPLOYMENT CONTRACTS ARE ESTABLISHED AND RENEWED. PRESIDENT AND VICE PRESIDENT/TREASURER COMPENSATION IS SET BY BOARD POLICY. ONGOING COMPENSATION IS PERIODICALLY REVIEWED BY THE EXECUTIVE COMMITTEE OR DURING CONTRACT RENEWALS.
FORM 990, PAGE 6, PART VI, LINE 15B	THE COMPENSATION DETERMINATION PROCESS INCLUDES APPROVAL BY THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS, COMPARISONS TO OTHER ORGANIZATIONS, AND IS DOCUMENTED IN BOARD MINUTES. OFFICER/KEY EMPLOYEE COMPENSATION IS DETERMINED AS EMPLOYMENT CONTRACTS ARE ESTABLISHED AND RENEWED. PRESIDENT AND VICE PRESIDENT/TREASURER COMPENSATION IS SET BY BOARD POLICY. ONGOING COMPENSATION IS PERIODICALLY REVIEWED BY THE EXECUTIVE COMMITTEE OR DURING CONTRACT RENEWALS.
FORM 990, PAGE 6, PART VI, LINE 19	GOVERNING DOCUMENTS ARE AVAILABLE UPON REQUEST AT THE ORGANIZATION'S HEADQUARTERS AND ARE AVAILABLE ON THE ORGANIZATION'S WEBSITE.
FORM 990, PART XI, LINE 9	CHANGE IN UNFUNDED PENSION LIABILITY 17,846,500

Additional Data

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