

Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

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.

2023

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

A For the 2023 calendar year, or tax year beginning 01-01-2023 , and ending 12-31-2023

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

C Name of organization
THE AMERICAN INSTITUTE OF ARCHITECTS

Doing business as

Number and street (or P.O. box if mail is not delivered to street address)	Room/suite
1735 NEW YORK AVE NW	

City or town, state or province, country, and ZIP or foreign postal code
WASHINGTON, DC 200065292

D Employer identification number
53-0025930

E Telephone number
(800) 242-3837

G Gross receipts \$ 122,567,742

F Name and address of principal officer:
LAKISHA ANN WOODS
1735 NEW YORK AVE NW
WASHINGTON, DC 200065292

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) (6) (insert no.) 4947(a)(1) or 527

J Website: WWW.AIA.ORG

K Form of organization: Corporation Trust Association Other

L Year of formation: 1857 **M** State of legal domicile: NY

Part I Summary

Rules & Governance

1 Briefly describe the organization's mission or most significant activities:
THE AMERICAN INSTITUTE OF ARCHITECTS (AIA) IS A NONPROFIT ASSOCIATION INCORPORATED UNDER THE LAWS OF THE STATE OF NEW YORK. ITS MISSION IS TO UNITE ARCHITECTS IN FELLOWSHIP; PROMOTE THE AESTHETIC, SCIENTIFIC, AND PRACTICAL EFFICIENCY OF THE PROFESSION; ADVANCE THE SCIENCE AND ART OF PLANNING AND BUILDING; COORDINATE THE BUILDING INDUSTRY AND THE PROFESSION OF ARCHITECTURE TO IMPROVE THE QUALITY OF LIFE; AND TO MAKE THE PROFESSION OF EVER-INCREASING SERVICE TO SOCIETY.

2 Check this box <input type="checkbox"/>				
3 Number of voting members of the governing body (Part VI, line 1a)
4 Number of independent voting members of the governing body (Part VI, line 1b)
	3	4	15	13

Activity	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	15
	5 Total number of individuals employed in calendar year 2023 (Part V, line 2a)	5	227
	6 Total number of volunteers (estimate if necessary)	6	4,425
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	1,068,774
	b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	148,855
Revenue		Prior Year	Current Year
	8 Contributions and grants (Part VIII, line 1h)	0	0
	9 Program service revenue (Part VIII, line 2g)	46,460,232	48,229,252
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	-15,259,856	15,022,073
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	4,340,594	4,868,849
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	35,540,970	68,120,174
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	2,303,955	1,358,684
	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)	28,868,971	32,352,278
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b Total fundraising expenses (Part IX, column (D), line 25) <u>0</u>		
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	32,638,759	32,842,990
18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	63,811,685	66,553,952	
19 Revenue less expenses. Subtract line 18 from line 12	-28,270,715	1,566,222	
Net Assets or Fund Balances		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	191,096,318	196,886,874
	21 Total liabilities (Part X, line 26)	32,838,712	36,487,782
	22 Net assets or fund balances. Subtract line 21 from line 20	158,257,606	160,399,092

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	
	LAKISHA ANN WOODS EXECUTIVE VICE PRESIDENT/CEO		2024-11-14	
	Type or print name and title			

Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN
	Firm's name RSM US LLP		2024-11-14		P01234578
	Firm's address 1001 WATER ST STE 500				Firm's EIN 42-0714325
					Phone no. (813) 316-2300

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

For Paperwork Reduction Act Notice, see the separate instructions.

Cat. No. 11282Y

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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:

VISION: DRIVE POSITIVE CHANGE THROUGH THE POWER OF DESIGN AND FOCUSED ACTIVISM.MISSION: AIA INSPIRES AND EMPOWERS ARCHITECTS TO IMPROVE SOCIETY AND TRANSFORM THE WORLD.

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 \$)

PROFESSIONAL DEVELOPMENT - AIA OFFERS EDUCATIONAL OPPORTUNITIES TO MEMBERS INCLUDING:CES: THE AIA IS ACTIVELY INVOLVED IN THE CONTINUING EDUCATION OF ITS MEMBERS THROUGH ITS CES/CONTINUING EDUCATION PROGRAM. THE AIA MAKES SPECIALIZED INFORMATION AVAILABLE TO REGISTERED CES PROVIDERS, AS WELL AS TO AIA MEMBERS, TO HELP MEMBERS MEET THEIR CONTINUING EDUCATION REQUIREMENTS. KNOWLEDGE COMMUNITIES: THESE COMMUNITIES PROVIDE MEMBERS WITH ACCESS TO IN-DEPTH INFORMATION, SERVICES, KNOWLEDGE, AND CAREER NEEDS FOR SPECIFIC AREAS OF THE ARCHITECTURAL PRACTICE.

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

MEMBER SERVICES - AIA OFFERS MEMBER SERVICES INCLUDING:COMPONENT RELATIONS: LOCAL NETWORKING ACTIVITIES, EDUCATIONAL SEMINARS, AND REGIONAL UPDATES ARE AVAILABLE THROUGH STATE AND LOCAL COMPONENT CHAPTERS.WEBSITE MEMBERS SECTION: PROVIDES AN ENTRY POINT FOR SERVICES PROVIDED TO AIA MEMBERS.HONORS AND AWARDS: PROGRAM PROVIDES RECOGNITION OF INDIVIDUALS AND ORGANIZATIONS FOR THEIR OUTSTANDING ACHIEVEMENTS IN SUPPORT OF THE PROFESSION OF ARCHITECTURE AND THE AIA. MEDIA RELATIONS SUPPORT CENTER: A TOOL TO AID MEMBERS IN IMPLEMENTING EFFECTIVE MEDIA RELATIONS EFFORTS IN THE MEMBER'S LOCAL AND REGIONAL MARKET. SUSTAINABILITY: A VOLUNTARY PROGRAM FOR AIA MEMBER FIRMS AND OTHER ENTITIES IN THE BUILT ENVIRONMENT TO PLEDGE TO DEVELOP MULTI-YEAR ACTION PLANS, AND IMPLEMENT STEPS TO BECOME CARBON NEUTRAL BY THE YEAR 2030. AIA PROVIDES SUPPORT, INFORMATION, AND EDUCATION ON SUSTAINABILITY.

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)
 PUBLIC RELATIONS - AIA PROVIDES A WEALTH OF INFORMATION TO THE PUBLIC ON ARCHITECTURE AND ARCHITECTS.

(Code:) (Expenses \$ including grants of \$) (Revenue \$)
 PUBLICATIONS - AIA PROVIDES A WIDE ARRAY OF PUBLICATIONS AND PROGRAMS INCLUDING: AIA ARCHITECT: BI-WEEKLY ELECTRONIC NEWSLETTER OF THE AIA. AIA STORE: ONLINE AND PHYSICAL STORE SELLING CURRENT ARCHITECTURAL PUBLICATIONS TO THE PUBLIC AND MEMBERS. OTHER PUBLICATIONS: THE AIA HAS VARIOUS OTHER PUBLICATIONS AND E-NEWSLETTERS PROVIDING CURRENT INFORMATION AND GUIDELINES TO PROFESSIONALS IN THE BUILDING INDUSTRY.

(Code:) (Expenses \$ including grants of \$) (Revenue \$)
 GOVERNMENT AFFAIRS: THE AIA REPRESENTS THE INTERESTS OF ARCHITECTS BEFORE FEDERAL, STATE, AND LOCAL GOVERNMENTS AND OTHER POLICY-MAKING BODIES. THIS OUTREACH, COUPLED WITH SUSTAINED MEMBER PARTICIPATION AND ACTIVE INVOLVEMENT IN THE POLITICAL PROCESS, ENABLES THE AIA TO ADVOCATE ON BEHALF OF LEGISLATIVE, REGULATORY, AND RELATED ISSUES IMPORTANT TO AIA MEMBERS.

(Code:) (Expenses \$ including grants of \$) (Revenue \$)
 CONFERENCE ON ARCHITECTURE: THE AIA CONFERENCE ON ARCHITECTURE OFFERS MORE THAN 500 PROGRAM OFFERINGS, INCLUDING WORKSHOPS, SEMINARS, TOURS, AND EXPO EDUCATION, AS WELL AS INFORMATIONAL EXHIBITS SHOWCASING THE LATEST IN BUILDING MATERIALS AND PRODUCTS.

(Code:) (Expenses \$ including grants of \$) (Revenue \$)
 SCHOLARSHIPS, GRANTS, CONTRIBUTIONS: AIA PROVIDES SCHOLARSHIPS, GRANTS AND OTHER CONTRIBUTIONS TO PROMOTE THE ARCHITECTURAL PROFESSION.

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)? <i>If "Yes," complete Schedule A</i>		No
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions.		No
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i> 🗳️	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? <i>If "Yes," complete Schedule C, Part II</i>		

<p>5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i> . . .</p>	<p>5</p>	<p>Yes</p>	
<p>6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i> . . .</p>	<p>6</p>		<p>No</p>
<p>7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i> . . .</p>	<p>7</p>		<p>No</p>
<p>8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i> . . .</p>	<p>8</p>		<p>No</p>
<p>9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i> . . .</p>	<p>9</p>		<p>No</p>
<p>10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? <i>If "Yes," complete Schedule D, Part V</i> . . .</p>	<p>10</p>	<p>Yes</p>	
<p>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.</p>			
<p>a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i> . . .</p>	<p>11a</p>	<p>Yes</p>	
<p>b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i> . . .</p>	<p>11b</p>		<p>No</p>
<p>c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i> . . .</p>	<p>11c</p>		<p>No</p>
<p>d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i> . . .</p>	<p>11d</p>		<p>No</p>
<p>e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> . . .</p>	<p>11e</p>	<p>Yes</p>	
<p>f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i> . . .</p>	<p>11f</p>	<p>Yes</p>	
<p>12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i> . . .</p>	<p>12a</p>		<p>No</p>
<p>b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i> . . .</p>	<p>12b</p>	<p>Yes</p>	
<p>13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i> . . .</p>	<p>13</p>		<p>No</p>
<p>14a Did the organization maintain an office, employees, or agents outside of the United States? . . .</p>	<p>14a</p>		<p>No</p>
<p>b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i> . . .</p>	<p>14b</p>	<p>Yes</p>	

15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i> 	15		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? <i>If "Yes," complete Schedule F, Parts III and IV</i> 	16	Yes	
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions.	17		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? <i>If "Yes," complete Schedule G, Part II</i>	18		No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>	19		No
20a	Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	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? <i>If "Yes," complete Schedule I, Parts I and II</i> 	21	Yes	

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Part IV **Checklist of Required Schedules** *(continued)*

		Yes	No	
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> 	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> 	23	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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	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? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part I</i>	25b		

Schedule L, Part I			
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>	26	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? <i>If "Yes," complete Schedule L, Part III</i>	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? <i>If "Yes," complete Schedule L, Part IV</i>	28a	No
b	A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	28b	No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>	28c	No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32	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? <i>If "Yes," complete Schedule R, Part I</i> 	33	Yes
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> 	34	Yes
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> 	35b	Yes
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36	
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> 	37	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	265			
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		

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

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	227			
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		Yes		
b If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation in Schedule O</i>	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		Yes		
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		Yes		
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? . . . 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? <i>If "No," provide an explanation in Schedule O</i> . . .	14b		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? . . . If "Yes," see the instructions and file Form 4720, Schedule N.	15		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 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		
b Enter the number of voting members included in line 1a, above, who are independent	1b		
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	Yes	
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?	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? <i>If "No," go to line 13</i>	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If "Yes," describe on Schedule O how this was done</i>	Yes	
13	Did the organization have a written whistleblower policy?	Yes	
14	Did the organization have a written document retention and destruction policy?	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	Yes	
b	Other officers or key employees of the organization	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?	Yes	
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?	Yes	

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed NY
- 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:
TERRI STEWART 1735 NEW YORK AVE NW WASHINGTON, DC 200065292 (800) 242-3837

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) EMILY GRANDSTAFF-RICE PRESIDENT	40.00	X		X				85,000	0	0
(2) KIMBERLY DOWDELL PRESIDENT-ELECT	10.00	X		X				50,000	0	0
(3) TIMOTHY HAWK TREASURER	10.00	X		X				0	0	0
(4) BRITT LINDBERG SECRETARY	10.00	X		X				0	0	0
(5) RYAN GANN	5.00	X						0	0	0

AT-LARGE DIRECTOR											
(6) KEVIN HOLLAND AT-LARGE DIRECTOR	5.00	X						0	0	0	
(7) ILLYA AZAROFF AT-LARGE DIRECTOR	5.00	X						0	0	0	
(8) NATHANIEL HUDSON STRATEGIC COUNCIL AT-LARGE	5.00	X						0	0	0	
(9) LAURA LESNIEWSKI STRATEGIC COUNCIL AT-LARGE	5.00	X						0	0	0	
(10) KOREY WHITE STRATEGIC COUNCIL AT-LARGE	5.00	X						0	0	0	
(11) ETTY PADMODIPOETRO APPOINTED DIRECTOR	5.00	X						0	0	0	
(12) TIMOTHY DUFAULT APPOINTED DIRECTOR	5.00	X						0	0	0	
(13) DARRAL TATE ASSOCIATE DIRECTOR	5.00	X						0	0	0	
(14) COOPER MOORE STUDENT DIRECTOR	5.00	X						0	0	0	
(15) RUSTY BIENVENUE CACE DIRECTOR	5.00	X						0	0	0	
(16) LAKISHA ANN WOODS CAE EVP/CEO	40.00			X				762,887	0	93,133	
(17) TERRI STEWART CHIEF FINANCE & ADMIN. OFFICER	40.00				X			388,206	0	38,426	

1b Sub-Total			
c Total from continuation sheets to Part VII, Section A			
d Total (add lines 1b and 1c)	3,478,751	0	426,385

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **107**

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		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? <i>If "Yes," complete Schedule J for such individual</i>	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? <i>If "Yes," complete Schedule J for such person</i>		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
TURNER CONSTRUCTION COMPANY 11413 ISAAC NEWTON SQUARE RESTON, VA 20190	CONSTRUCTION	7,079,552
MANOR HILL PRODUCTIONS 4411 MANOR LANE ELLCOTT CITY, MD 21042	AUDIO/VISUAL/SOUND SYSTEM	764,740
EHDD PIER 1 THE EMBARCADERO BAY 2 SAN FRANCISCO, CA 94111	DESIGN ARCHITECTS	713,128
INNOMINDS SOFTWARE INC 2055 JUNCTION AVENUE SUITE 122 SAN JOSE, CA 95131	SOFTWARE	499,022
SMG MOSCONE CENTER 747 HOWARDS STREET SAN FRANCISCO, CA 94103	CATERING SERVICES	353,112

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 **24**

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
 Federated campaigns . . . 1a				
Contributions, Gifts, Grants, and b Membership dues . . . 1b				
Other c Fundraising events . . . 1c				
Similar Amounts 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				

Service Revenue	Business Code			
		(A)	(B)	(C)
2a MEMBERSHIP DUES	900099	22,237,245	22,237,245	
3 EDUCATION REVENUE	900099	15,856,502	15,856,502	
4 CONFERENCES & MEETINGS	900099	9,198,586	4,334,034	4,864,552
5 ENTRY/AWARD FEES	900099	936,919	315,034	621,885

Program

f All other program service revenue.				
9 Total. Add lines 2a–2f.	48,229,252			

Other Revenue

3 Investment income (including dividends, interest, and other similar amounts)		3,416,233			3,416,233
4 Income from investment of tax-exempt bond proceeds					
5 Royalties		2,486,808			2,486,808
6a Gross rents					
	6a	(i) Real 2,909,057	(ii) Personal		
b Less: rental expenses	6b	1,624,842			
c Rental income or (loss)	6c	1,284,215			
d Net rental income or (loss)		1,284,215			1,115,228
7a Gross amount from sales of assets other than inventory					
	7a	(i) Securities 64,209,855	(ii) Other		
b Less: cost or other basis and sales expenses	7b	52,571,410	32,605		
c Gain or (loss)	7c	11,638,445	-32,605		
d Net gain or (loss)		11,605,840			11,605,840
a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a				
b Less: direct expenses	8b				
c Net income or (loss) from fundraising events					
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	646,510				
b Less: cost of goods sold	10b	218,711				
c Net income or (loss) from sales of inventory			427,799	427,799		
11a MISCELLANEOUS INCOME	Business Code					
	900099		392,125			392,125
b GARAGE RENTAL	812930		277,902		277,902	
c Other Revenue Misc Amt						
d All other revenue						
e Total. Add lines 11a-11d			670,027			
12 Total revenue. See instructions			68,120,174	43,170,614	1,068,774	23,880,786

Form 990 (2023)

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	1,153,265			
2 Grants and other assistance to domestic individuals. See Part IV, line 22	187,919			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	17,500			
4 Benefits paid to or for members				

5 Compensation of current officers, directors, trustees, and key employees	1,989,833		
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	23,990,780		
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	1,663,851		
9 Other employee benefits	2,889,930		
10 Payroll taxes	1,817,884		
11 Fees for services (non-employees):			
a Management	439,919		
b Legal	555,130		
c Accounting	365,036		
d Lobbying			
e Professional fundraising services. See Part IV, line 17			
f Investment management fees	622,533		
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	4,183,901		
12 Advertising and promotion	552,582		
13 Office expenses	1,014,231		
14 Information technology	3,390,454		
15 Royalties			
16 Occupancy	486,008		
17 Travel	5,260,307		
18 Payments of travel or entertainment expenses for any federal, state, or local public officials			
19 Conferences, conventions, and meetings	5,288,638		
20 Interest	97,221		
21 Payments to affiliates	3,907,268		
22 Depreciation, depletion, and amortization	1,407,639		
23 Insurance	666,463		
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 INCOME TAX	142,792			
b BANK & MERCHANT PROFESS	1,901,481			
c PROMOTION & PUBLICATION	600,644			
d MISCELLANEOUS	400,501			
e All other expenses	1,560,242			
25 Total functional expenses. Add lines 1 through 24e	66,553,952			
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Form **990** (2023)

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	685,565	1	554,703
	2 Savings and temporary cash investments	125,664,539	2	122,558,328
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	3,599,978	4	2,909,884
	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	77,982	8	124,833
	9 Prepaid expenses and deferred charges	886,984	9	1,409,534
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 49,502,607		
b Less: accumulated depreciation	10b 29,732,344	11,045,890	10c 19,770,263	

	11	Investments—publicly traded securities	48,242,893	11	49,038,867
	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	892,487	15	520,462
	16	Total assets. Add lines 1 through 15 (must equal line 33)	191,096,318	16	196,886,874
Liabilities	17	Accounts payable and accrued expenses	12,000,704	17	12,661,695
	18	Grants payable		18	
	19	Deferred revenue	16,925,325	19	16,577,854
	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	3,727,494	23	7,016,439
	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	185,189	25	231,794
	26	Total liabilities. Add lines 17 through 25	32,838,712	26	36,487,782
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.				
	27	Net assets without donor restrictions	154,097,952	27	156,007,284
	28	Net assets with donor restrictions	4,159,654	28	4,391,808
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.				
	29	Capital stock or trust principal, or current funds		29	
	30	Paid-in or capital surplus, or land, building or equipment fund		30	
	31	Retained earnings, endowment, accumulated income, or other funds		31	
	32	Total net assets or fund balances	158,257,606	32	160,399,092
33	Total liabilities and net assets/fund balances	191,096,318	33	196,886,874	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	68,120,174
2	Total expenses (must equal Part IX, column (A), line 25)	2	66,553,952
3	Revenue less expenses. Subtract line 2 from line 1	3	1,566,222
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	158,257,606
5	Net unrealized gains (losses) on investments	5	570,689
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	4,575
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	160,399,092

Part XII Financial Statements and Reporting

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

- 1** Accounting method used to prepare the Form 990: Cash Accrual Other _____
 If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant?
 If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b** Were the organization's financial statements audited by an independent accountant?
 If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c** If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
 If the organization changed either its oversight process or selection process during the tax year, explain 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?

	Yes	No
2a		No
2b	Yes	
2c	Yes	
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		
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Form **990** (2023)

Form 990 (2023)

Additional Data

[Return to Form](#)

Software ID:

Software Version:

Form 990, 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

2022

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 THE AMERICAN INSTITUTE OF ARCHITECTS	Employer identification number 53-0025930
--	--

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 ▶ \$ _____
- 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) ARCHIPAC	1735 NEW YORK AVENUE NW WASHINGTON, DC 20006	35-2416199	0	39,854
2				
3				
4				
5				
6				

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

Cat. No. 50084S

Schedule C (Form 990) 2022

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		
- Total exempt purpose expenditures (add lines 1c and 1d)		

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.

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) 2019	(b) 2020	(c) 2021	(d) 2022	(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)		(b)
		Yes	No	Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i	Other activities?			
j	Total. Add lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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	22,237,245
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	3,073,904
b	Carryover from last year	2b	0

d	Carryover from last year	2b	2,027,575
c	Total	2c	5,101,279
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .	3	3,113,214
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	1,988,065
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
PART I-A, LINE 1:	ACTIVITY CONDUCTED THROUGH A SECTION 527 POLITICAL ACTION COMMITTEE.

Schedule C (Form 990) 2022

Additional Data

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Software ID:
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SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2022

Open to Public
Inspection

▶ **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.**

Department of the Treasury
Internal Revenue Service

Name of the organization THE AMERICAN INSTITUTE OF ARCHITECTS	Employer identification number 53-0025930
---	---

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?		<input type="checkbox"/> Yes <input type="checkbox"/> 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?		<input type="checkbox"/> Yes <input type="checkbox"/> 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 ▶ \$ _____

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

Cat. No. 52283D

Schedule D (Form 990) 2022

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

- 3 Using the organization's acquisition, accession, and other records, check any of the following that 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:

- c Beginning balance
- d Additions during the year
- e Distributions during the year
- f Ending balance

	Amount
1c	
1d	
1e	
1f	

- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . . Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds.

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	19,741,344	24,145,097	22,032,016	19,961,532	17,332,280
b Contributions	100,000		150,000		
c Net investment earnings, gains, and losses	1,993,070	-4,128,834	2,299,153	2,506,463	2,924,607
d Grants or scholarships					
e Other expenditures for facilities and programs	338,535	274,919	336,072	435,979	295,355
f Administrative expenses					
g End of year balance	21,495,879	19,741,344	24,145,097	22,032,016	19,961,532

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

- a Board designated or quasi-endowment ▶ 77.707 %
- b Permanent endowment ▶ 5.464 %
- c Term endowment ▶ 16.829 %

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

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

- (i) Unrelated organizations
- (ii) Related organizations

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

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		1,232,616		1,232,616
b Buildings		28,852,186	12,414,454	16,437,732
c Leasehold improvements				
d Equipment		1,680,322	1,641,050	39,272
e Other		17,737,483	15,676,840	2,060,643
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				19,770,263

Schedule D (Form 990) 2022

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)	

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	622,533
b	Other (Describe in Part XIII.)	4b	-1,877,178
c	Add lines 4a and 4b	4c	-1,254,645
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	68,120,174

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	67,808,597
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	1,877,178
e	Add lines 2a through 2d	2e	1,877,178
3	Subtract line 2e from line 1	3	65,931,419
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	622,533
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	622,533
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	66,553,952

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 V, LINE 4:	AIA'S ENDOWMENT CONSISTS OF PERMANENTLY RESTRICTED FUNDS ESTABLISHED FOR SCHOLARSHIPS AND THE AIA LIBRARY. THE INSTITUTE HAS ALSO ALLOCATED CERTAIN UNRESTRICTED NET ASSETS FOR THE PURPOSE OF FUNDING SCHOLARSHIPS THROUGH A QUASI-ENDOWMENT.
PART X, LINE 2:	AIA IS EXEMPT FROM THE PAYMENT OF FEDERAL AND STATE INCOME TAXES ON INCOME OTHER THAN NET UNRELATED BUSINESS INCOME TAX UNDER SECTION 501(C)(6) OF THE INTERNAL REVENUE CODE (IRC). INCOME FROM NONEXEMPT FUNCTIONS IS SUBJECT TO UNRELATED BUSINESS INCOME TAX. THE INSTITUTE HAD INCOME TAX EXPENSE RELATING TO RENTAL INCOME, JOB BOARDS, AND ADVERTISING INCOME OF \$142,792 FOR THE YEAR ENDED DECEMBER 31, 2023.
PART XI, LINE 4B - OTHER ADJUSTMENTS:	RENTAL EXPENSES INCLUDED IN PART VIII -1,624,842. COGS EXPENSE INCLUDED IN PART VIII -218,711. LOSS ON DISPOSAL OF ASSET -33,625.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	RENTAL EXPENSES INCLUDED IN PART VIII 1,624,842. COGS EXPENSE INCLUDED IN PART VIII 218,711. LOSS ON DISPOSAL OF ASSET 33,625.

Additional Data

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**Schedule I
(Form 990)**

**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

2023

Open to Public
Inspection

Department of the
Treasury
Internal Revenue Service

Name of the organization
THE AMERICAN INSTITUTE OF ARCHITECTS

Employer identification number
53-0025930

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) ACEMENTOR PROGRAM OF AMERICA 1501 CHERRY STREET PHILADELPHIA, PA 19102	20-2238314	501C3	10,000	0			PROGRAM SUPPORT
(2) ACHIEVE MORE LLC 12733 INVERNESS WAY WOODBIDGE, VA 22192	47-2985454	FOR PROFIT	6,150	0			PROGRAM SUPPORT
(3) AIA MEMPHIS 251 RIVERSIDE DR MEMPHIS, TN 38103	62-6047769	501C6	12,000	0			PROGRAM SUPPORT
(4) AIA-COLLEGE OF FELLOWS 1735 NEW YORK AVENUE WASHINGTON, DC 20006	71-0887547	501C3	30,000	0			PROGRAM SUPPORT
(5) AIA FOUNDATION 1735 NEW YORK AVENUE WASHINGTON, DC 20006	59-3819154	501C3	142,074	0			PROGRAM SUPPORT
(6) AMERICAN INSTITUTE OF ARCHITECTURE STUDENTS 1012 14TH STREET SUITE 415 WASHINGTON, DC 20005	52-1239053	501C6	106,755	0			PROGRAM SUPPORT
(7) AMERICAN SOCIETY OF ASSOCIATION EXECUTIVES 1575 I ST NW WASHINGTON, DC 20005	53-0026940	501C6	17,000	0			PROGRAM SUPPORT
(8) CLEMSON UNIVERSITY 105 SIKES HALL CLEMSON, SC 29634	57-6000254	501C3	6,500	0			PROGRAM SUPPORT
(9) CONSTRUCTION ASSOCIATION OF SOUTH FLORIDA 2929 NW 62ND STREET FORT LAUDERDALE, FL 33309	13-4148824	501C3	125,000	0			PROGRAM SUPPORT
(10) DECENTRALIZED DESIGN LAB LLC 32711 EDDY RD HINCKLEY, MN 55037	82-2291724	FOR PROFIT	22,919	0			PROGRAM SUPPORT

(11) DREXEL UNIVERSITY 3141 CHESTNUT ST PHILADELPHIA, PA 19104	23-1352630	501C3	15,000	0		PROGRAM SUPPORT
(12) ERFFMEYER & SON CO INC 5300 WEST CLINTON AVENUE MILWAUKEE, WI 53223		FOR PROFIT	7,486	0		PROGRAM SUPPORT
(13) IOWA STATE UNIVERSITY OF SCIENCE AND TECHNOLOGY INTERIOR DESIGN DEPARTMENT 715 BISSELL RD 146 COLLEGE OF DESIGN AMES, IA 50011	42-6004224	501C3	6,500	0		PROGRAM SUPPORT
(14) KENT STATE UNIVERSITY PO BOX 5190 KENT, OH 44242	31-6402079	501C3	6,500	0		PROGRAM SUPPORT
(15) NATIONAL ARCHITECTURAL ACCREDITING BOARD 107 S WEST ST SUITE 707 ALEXANDRIA, VA 22314	52-0075386	501C3	426,411	0		PROGRAM SUPPORT
(16) NATIONAL BUILDING MUSEUM 401 F ST NW WASHINGTON, DC 20001	52-1050999	501C3	47,500	0		PROGRAM SUPPORT
(17) NAVIGATOR CROSS- MEDIA INV 812 FREMONT AVE 205 SOUTH PASADENA, CA 91030	20-5851603	FOR PROFIT	9,470	0		PROGRAM SUPPORT
(18) NCARB 1401 H STREET NW SUITE 500 WASHINGTON, DC 20005	73-0684309	501C3	25,000	0		PROGRAM SUPPORT
(19) NORTHEASTERN UNIVERSITY 360 HUNTINGTON AVENUE BOSTON, MA 02115	04-1679980	501C3	15,000	0		PROGRAM SUPPORT
(20) PENN STATE UNIVERSITY 408 OLD MAIN UNIVERSITY PARK, PA 16802	24-6000376	501C3	21,500	0		PROGRAM SUPPORT
(21) QUINN EVANS ARCHITECTS INC DEPARTMENT 1112 - PO BOX 30516 LANSING, MI 48909	38-2637775	FOR PROFIT	22,000	0		PROGRAM SUPPORT
(22) TEXAS A&M UNIVERSITY 400 BIZZELL ST COLLEGE STATION, TX 77843	74-6000531	501C3	13,000	0		PROGRAM SUPPORT
(23) TEXAS TECH UNIVERSITY 2500 BROADWAY W LUBBOCK, TX 79409	75-6002622	501C3	6,500	0		PROGRAM SUPPORT
(24) THE UNIVERSITY OF TEXAS AT SAN ANTONIO ONE UTSA CIRCLE SAN ANTONIO, TX 78249	74-1717115	501C3	6,500	0		PROGRAM SUPPORT
(25) UNIVERSITY OF ARKANSAS FAYETTEVILLE 1 UNIVERSITY OF ARKANSAS FAYETTEVILLE FAYETTEVILLE, AR 72701	71-6003252	501C3	30,000	0		PROGRAM SUPPORT
(26) UNIVERSITY OF MONTANA	81-0362989	501C3	6,500	0		PROGRAM SUPPORT

32 CAMPUS DR
MISSOULA, MT 59812

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 19
3 Enter total number of other organizations listed in the line 1 table 9

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Cat. No. 50055P

Schedule I (Form 990) 2023

Schedule I (Form 990) 2023

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) PROGRAM GRANT	92	113,000			
(2) RESEARCH GRANT	1	74,919			
(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 REQUIRED TO PROVIDE INTERIM REPORTING AND DELIVERY OF A FINAL REPORT. THE REPORTING DOCUMENTATION MUST INCLUDE FINANCIAL DATA, SUBSTANTIVE NARRATIVE, WORK SAMPLE, AND LESSONS LEARNED. THEY MUST PRODUCE A RESULT REPORT AT THE END OF THE PROJECT DESCRIBING THE PROJECT RESULT AND FINAL FUND USAGE.

Schedule I (Form 990) 2023

Additional Data

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Schedule J
(Form 990)

Compensation Information

OMB No. 1545-0047

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.

2023

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization THE AMERICAN INSTITUTE OF ARCHITECTS	Employer identification number 53-0025930
--	--

Part I Questions Regarding Compensation

	Yes	No
<p>1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.</p> <p> <input checked="" type="checkbox"/> First-class or charter travel <input checked="" type="checkbox"/> Travel for companions <input type="checkbox"/> Tax idemnification and gross-up payments <input type="checkbox"/> Discretionary spending account </p> <p> <input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) </p>		
<p>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</p>	1b Yes	
<p>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?</p>	2 Yes	
<p>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.</p> <p> <input checked="" type="checkbox"/> Compensation committee <input checked="" type="checkbox"/> Independent compensation consultant <input type="checkbox"/> Form 990 of other organizations </p> <p> <input type="checkbox"/> Written employment contract <input checked="" type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Approval by the board or compensation committee </p>		
<p>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:</p>		
<p>a Receive a severance payment or change-of-control payment?</p>	4a	No
<p>b Participate in, or receive payment from, a supplemental nonqualified retirement plan?</p>	4b Yes	
<p>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.</p>	4c	No
<p>Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</p>		
<p>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:</p>		
<p>a The organization?</p>	5a	
<p>b Any related organization? If "Yes," on line 5a or 5b, describe in Part III.</p>	5b	
<p>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:</p>		
<p>a The organization?</p>	6a	
<p>b Any related organization? If "Yes," on line 6a or 6b, describe in Part III.</p>	6b	
<p>7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonqualified</p>		

- 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
- 8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III
- 9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

7		
8		
9		

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Cat. No. 50053T

Schedule J (Form 990) 2023

Schedule J (Form 990) 2023

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 LAKISHA ANN WOODS CAE EVP/CEO	(i)	640,505	121,416	966	49,118	44,015	856,020	0
	(ii)	0	0	0	0	0	0	0
2 TERRI STEWART CHIEF FINANCE & ADMIN. OFFICER	(i)	358,400	28,000	1,806	36,040	2,386	426,632	0
	(ii)	0	0	0	0	0	0	0
3 SARAH DODGE SVP, ADVOCACY & RELAT. (UNTIL 8/23)	(i)	338,628	0	1,204	15,798	32,148	387,778	0
	(ii)	0	0	0	0	0	0	0
4 RENEE YANCEY CHIEF EXTERNAL & EDI OFFICER	(i)	306,115	25,200	1,731	24,683	14,251	371,980	0
	(ii)	0	0	0	0	0	0	0
5 ANDREW FLANK SVP, SALES, EVENTS & EXHIBITS	(i)	327,088	0	420	26,520	16,260	370,288	0
	(ii)	0	0	0	0	0	0	0
6 TERENCE ONA SVP & GENERAL COUNSEL	(i)	276,873	19,600	966	18,700	43,780	359,919	0
	(ii)	0	0	0	0	0	0	0
7 ROBERT CLAYBORNE SVP, KNOWLEDGE & PRACTICE	(i)	281,875	28,800	420	44,983	101	356,179	0
	(ii)	0	0	0	0	0	0	0
8 KEVIN WATKINS SR. VP, MEMBER & COMPONENT ENG.	(i)	266,688	28,000	420	25,834	14,259	335,201	0
	(ii)	0	0	0	0	0	0	0
9 MARY SCHNEIDER STRATEGIC ADVISOR	(i)	260,000	28,000	630	17,408	101	306,139	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 1A	AIA'S CEO IS PERMITTED TO TRAVEL FIRST CLASS ON LONGER INTERNATIONAL FLIGHTS. LIMITED SPOUSAL TRAVEL IS ALLOWED FOR AIA'S CEO AND PRESIDENT PER THE ASSOCIATION'S WRITTEN POLICIES. THE TRAVEL BENEFITS ARE NONTAXABLE TO THE CEO AND PRESIDENT.
PART I, LINE 4B	DURING 2023, THE FOLLOWING INDIVIDUALS VESTED INTO AMOUNTS FROM A SECTION 457 PLAN: KATHRON COMPTON COVALESKI - \$92,669.58 PAMELA DAY - \$12,084.42 SUSAN MCDAID - \$89,659.08 JAY ANTHONY STEVENS - \$62,656.59

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

2023

Open to Public
Inspection

Name of the organization
THE AMERICAN INSTITUTE OF ARCHITECTS

Employer identification number
53-0025930

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	CLASSES OF MEMBERSHIP: --ARCHITECT MEMBER-INDIVIDUALS LICENSED TO PRACTICE ARCHITECTURE IN A U.S. STATE OR TERRITORY. --ALLIED MEMBER-MEMBER WHO DOES NOT QUALIFY AS ARCHITECT OR ASSOCIATE MEMBER AND IS EMPLOYED OUTSIDE THE ARCHITECTURE PRACTICE BUT IN A POSITION ALLIED TO THE FIELD OF ARCHITECTURE. --ASSOCIATE MEMBER-INDIVIDUALS WHO MEET ONE OF THE FOLLOWING CRITERIA: --PARTICIPATING IN CAREER RESPONSIBILITIES RECOGNIZED BY LICENSING AUTHORITIES AS CONSTITUTING CREDIT TOWARD LICENSURE --WORKING UNDER THE SUPERVISION OF AN ARCHITECT IN A PROFESSIONAL OR TECHNICAL CAPACITY --WORKING AS A FACULTY MEMBER IN A UNIVERSITY PROGRAM IN ARCHITECTURE --HOLDING A PROFESSIONAL DEGREE IN ARCHITECTURE INTERNATIONAL ASSOCIATES-INDIVIDUALS WHO HAVE AN ARCHITECTURE LICENSE OR EQUIVALENT ONLY FROM A NON-U.S. LICENSING AUTHORITY.
FORM 990, PART VI, SECTION A, LINE 7A	THE AIA BOARD IS SELECTED AS FOLLOWS: --OFFICERS: PRESIDENT, FIRST VICE PRESIDENT, SECRETARY, AND TREASURER, ALL OF WHOM ARE SELECTED BY THE DELEGATES AT THE ANNUAL MEETING --ONE DIRECTOR FROM THE COUNCIL OF ARCHITECTURAL COMPONENT EXECUTIVES (CACE) --ONE DIRECTOR SELECTED BY THE NATIONAL ASSOCIATES COMMITTEE (NAC), FROM AMONG THE ASSOCIATES --ONE STUDENT DIRECTOR, SELECTED BY THE MEMBERSHIP OF THE AMERICAN INSTITUTE OF ARCHITECTURE STUDENTS --AS MANY AS TWO DIRECTORS, APPOINTED BY THE PRESIDENT --THREE AT-LARGE DIRECTORS, SELECTED BY THE DELEGATES AT THE ANNUAL MEETING --THREE AT-LARGE DIRECTORS, SELECTED BY THE INSTITUTE'S STRATEGIC COUNCIL --EXECUTIVE VICE PRESIDENT/CEO (NON-VOTING UNDER CONTRACT, HIRED BY THE BOARD)
FORM 990, PART VI, SECTION A, LINE 7B	IN MOST INSTANCES, DECISIONS TO AMEND THE INSTITUTE'S BYLAWS ARE SUBJECT TO APPROVAL BY A TWO-THIRDS VOTE AT MEMBERSHIP MEETINGS OF THE INSTITUTE.
FORM 990, PART VI, SECTION B, LINE 11B	THE ASSOCIATION'S INTERNAL PROCESS FOR REVIEW OF TAX FORMS IS EXTENSIVE. FOR THE FORM 990, THE ASSOCIATION'S CONTROLLER (A CPA) COMPILES THE INFORMATION FOR THE RETURN WITH INPUT FROM THE ACCOUNTING AND LEGAL STAFF. A DRAFT 990 IS THEN PROVIDED BACK TO THE AIA FROM THE OUTSIDE AUDITING FIRM. THE CONTROLLER THEN HAS RESPONSIBILITY TO CIRCULATE THE DRAFTS TO THE CHIEF FINANCE AND ADMINISTRATION OFFICER, AND OTHERS, AND TO INCORPORATE APPROPRIATE CORRECTIONS INTO THE 990. THE FINAL DRAFT IS THEN PREPARED BY THE OUTSIDE AUDITING FIRM. THE BOARD THEN REVIEWS THE 990 IN DRAFT BEFORE IT IS SUBMITTED.

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

FROM AIA'S CONFLICT OF INTEREST POLICY: 1. DUTY TO DISCLOSE IN CONNECTION WITH ANY ACTUAL OR POSSIBLE CONFLICT OF INTEREST, AN INTERESTED PERSON MUST DISCLOSE THE EXISTENCE OF THE FINANCIAL INTEREST AND BE GIVEN THE OPPORTUNITY TO DISCLOSE ALL MATERIAL FACTS TO THE MEMBERS OF THE BOARD OF DIRECTORS (AND/OR MEMBERS OF COMMITTEES WITH BOARD-DELEGATED POWERS) CONSIDERING THE PROPOSED TRANSACTION OR ARRANGEMENT. 2. DETERMINING WHETHER A CONFLICT OF INTEREST EXISTS AFTER DISCLOSURE OF THE FINANCIAL INTEREST AND ALL MATERIAL FACTS, AND AFTER ANY DISCUSSION WITH THE INTERESTED PERSON, HE/SHE SHALL LEAVE THE BOARD (OR COMMITTEE) MEETING WHILE THE DETERMINATION OF A CONFLICT OF INTEREST IS DISCUSSED AND VOTED UPON. THE REMAINING BOARD (OR COMMITTEE) MEMBERS SHALL DECIDE IF A CONFLICT OF INTEREST EXISTS. 3. PROCEDURES FOR ADDRESSING THE CONFLICT OF INTEREST A. AN INTERESTED PERSON MAY MAKE A PRESENTATION AT THE BOARD (OR COMMITTEE) MEETING, BUT AFTER THE PRESENTATION, HE/SHE SHALL LEAVE THE MEETING DURING THE DISCUSSION OF, AND THE VOTE ON, THE TRANSACTION OR ARRANGEMENT INVOLVING THE POSSIBLE CONFLICT OF INTEREST. B. THE PRESIDING OFFICER OF THE BOARD (OR CHAIR OR ACTING CHAIR OF THE COMMITTEE) SHALL, IF APPROPRIATE, APPOINT A DISINTERESTED PERSON OR COMMITTEE TO INVESTIGATE ALTERNATIVES TO THE PROPOSED TRANSACTION OR ARRANGEMENT. C. AFTER EXERCISING DUE DILIGENCE, THE BOARD (OR COMMITTEE) SHALL DETERMINE WHETHER THE INSTITUTE CAN OBTAIN WITH REASONABLE EFFORTS A MORE ADVANTAGEOUS TRANSACTION OR ARRANGEMENT FROM A PERSON OR ENTITY THAT WOULD NOT GIVE RISE TO A CONFLICT OF INTEREST. D. IF A MORE ADVANTAGEOUS TRANSACTION OR ARRANGEMENT IS NOT REASONABLY POSSIBLE UNDER CIRCUMSTANCES NOT PRODUCING A CONFLICT OF INTEREST, THE BOARD (OR COMMITTEE) SHALL DETERMINE BY A MAJORITY VOTE OF THE DISINTERESTED DIRECTORS WHETHER THE TRANSACTION OR ARRANGEMENT IS IN THE INSTITUTE'S BEST INTEREST, FOR ITS OWN BENEFIT, AND WHETHER IT IS FAIR AND REASONABLE. IN CONFORMITY WITH THE ABOVE DETERMINATION, IT SHALL MAKE ITS DECISION AS TO WHETHER TO ENTER INTO THE TRANSACTION OR ARRANGEMENT. E. EACH MATTER INVOLVING A POTENTIAL CONFLICT OF INTEREST CONSIDERED BY A COMMITTEE SHALL BE PROMPTLY REPORTED TO THE GENERAL COUNSEL OF THE INSTITUTE, WHO SHALL ENSURE THAT APPROPRIATE PROCEDURES ARE FOLLOWED TO RESOLVE EACH SUCH MATTER. THE GENERAL COUNSEL SHALL IN TURN REPORT ON EACH SUCH MATTER TO THE BOARD, WHICH SHALL HAVE THE AUTHORITY TO REVERSE, IN WHOLE OR IN PART, THE FINDINGS AND ACTIONS OF THE PERTINENT COMMITTEE, AND TO ORDER SUCH FURTHER ACTION AS IT MAY DEEM APPROPRIATE. 4. VIOLATIONS OF THE CONFLICT OF INTEREST POLICY A. IF THE BOARD (OR COMMITTEE) HAS REASONABLE CAUSE TO BELIEVE A MEMBER HAS FAILED TO DISCLOSE ACTUAL OR POSSIBLE CONFLICTS OF INTEREST, IT SHALL INFORM THE MEMBER OF THE BASIS FOR SUCH BELIEF AND AFFORD THE MEMBER AN OPPORTUNITY TO EXPLAIN THE ALLEGED FAILURE TO DISCLOSE. B. IF, AFTER HEARING THE MEMBER'S RESPONSE AND AFTER MAKING FURTHER INVESTIGATION AS WARRANTED BY THE CIRCUMSTANCES, THE BOARD (OR COMMITTEE) DETERMINES THE MEMBER HAS FAILED TO DISCLOSE AN ACTUAL OR POSSIBLE CONFLICT OF INTEREST, IT SHALL TAKE APPROPRIATE DISCIPLINARY AND CORRECTIVE ACTION. C. EACH MATTER INVOLVING AN ALLEGED CONFLICT OF INTEREST CONSIDERED BY A COMMITTEE SHALL BE PROMPTLY REPORTED TO THE GENERAL COUNSEL OF THE INSTITUTE, WHO SHALL ENSURE THAT APPROPRIATE PROCEDURES ARE FOLLOWED TO RESOLVE EACH SUCH MATTER. THE GENERAL COUNSEL SHALL IN TURN REPORT ON EACH SUCH MATTER TO THE BOARD, WHICH SHALL HAVE THE AUTHORITY TO REVERSE, IN WHOLE OR IN PART, THE FINDINGS AND ACTIONS OF THE PERTINENT COMMITTEE, AND TO ORDER SUCH FURTHER ACTION AS IT MAY DEEM APPROPRIATE. THE AIA BOARD OF DIRECTORS APPROVED AMENDMENTS TO THE AIA CONFLICT OF INTEREST/DISCLOSURE POLICY IN DECEMBER 2023, TO BRING AIA'S POLICY IN LINE WITH ASSOCIATION BEST PRACTICE.

FORM 990,
PART VI,
SECTION B,
LINE 15

THE AIA COMPENSATION PROCESS FOR THE CEO IS AS FOLLOWS: 1. AT THE BEGINNING OF EACH YEAR, CEO AND PRESIDENT DRAFT AND DISCUSS PERFORMANCE GOALS FOR THE CURRENT YEAR. 2. PRESIDENT AND CEO MEET TO DISCUSS PROGRESS, CHALLENGES, AND CHANGES RELATIVE TO THE ESTABLISHED GOALS. 3. CEO AND CHIEF PEOPLE OFFICER (CPO) MEET WITH AN OUTSIDE COMPENSATION EXPERT TO DISCUSS THE CEO PERFORMANCE AND

COMPENSATION PROCESS, ACTIVITIES, TIMELINE, PARTICIPANTS, ASSIGNMENTS, MARKET ANALYSIS SOURCES AND METHODOLOGY. 4. THE COMPENSATION CONSULTANT AND CPO CONDUCT ANNUAL UPDATED MARKET ANALYSIS FOR THE CEO. 5. CEO SENDS COMPLETED SELF-ASSESSMENT WITH DRAFT LETTER FOR THE PAST PRESIDENT, TO THE COMPENSATION COMMITTEE FOR FEEDBACK. CEO ENSURES THAT LETTER IS UPDATED/FINALIZED. 6. PAST PRESIDENT SENDS SELF-ASSESSMENT TO THE BOARD AND SLT ALONG WITH A LINK TO AN ONLINE SURVEY. 7. THE COMPENSATION CONSULTANT REVIEWS AND SHARES SUMMARY OF SURVEY AND MARKET ANALYSIS WITH PAST PRESIDENT. 8. THE PAST PRESIDENT SHARES HIS/HER THOUGHTS ABOUT THE CEO'S PERFORMANCE WITH THE COMPENSATION COMMITTEE, ALONG WITH INFORMATION COMPILED BY THE COMPENSATION CONSULTANT. THE COMPENSATION COMMITTEE DISCUSSES BASE SALARY COMPENSATION AND BONUS FOR THE CEO. 9. THE PAST PRESIDENT SHARES INFORMATION REGARDING CEO PERFORMANCE AND COMPENSATION WITH THE BOARD. 10. THE PAST PRESIDENT (AND OTHER MEMBERS OF THE COMPENSATION COMMITTEE AS DEEMED NECESSARY BY THE PAST PRESIDENT) MEET WITH CEO TO DISCUSS PERFORMANCE AND COMMUNICATE THE COMMITTEE'S DECISION ON COMPENSATION. 11. THE PRESIDENT INFORMS THE CPO (IN WRITING) OF THE DECISION ON COMPENSATION. NEW COMPENSATION IS RETROACTIVE TO JANUARY 1ST. THE AIA COMPENSATION PROCESS FOR ALL OTHER EMPLOYEES, INCLUDING THE KEY EMPLOYEES, IS AS FOLLOWS: 1. AIA USES A PERFORMANCE MANAGEMENT SYSTEM WHEREBY SUPERVISORS REVIEW EMPLOYEE'S PERFORMANCE QUARTERLY, 4 TIMES A YEAR. IN 2023, AIA CONDUCTED 2 PERFORMANCE EVALUATIONS DURING THE YEAR. A. QUARTERLY REVIEW: I. DISCUSSION BETWEEN SUPERVISOR AND EMPLOYEE ON HOW THE EMPLOYEE IS PROGRESSING ON HIS/HER YEARLY GOALS AND OBJECTIVES. II. COMPENSATION IS NOT PART OF THIS CONVERSATION. B. ANNUAL REVIEW: I. DISCUSSION BETWEEN SUPERVISOR AND EMPLOYEE ON HOW THE EMPLOYEE PERFORMED DURING THE YEAR. II. EMPLOYEE IS EVALUATED FOR HIS/HER PERFORMANCE ON: (A) GOALS AND OBJECTIVES. (B) COMPETENCIES FOR THE POSITION. (C) COMPENSATION IS DISCUSSED DURING THE ANNUAL REVIEW PROCESS. 2. AS PART OF THE AIA PERFORMANCE MANAGEMENT, THE COMPENSATION PROGRAM: A. DEVELOPED BY AN OUTSIDE INDEPENDENT COMPENSATION CONSULTANT. B. POSITIONS REVIEWED AND PRICED BY THE INDEPENDENT COMPENSATION CONSULTANT. UPDATES ARE MADE BY THE MANAGING DIRECTOR, HUMAN RESOURCE AND CPO. C. TARGET PAY FOR EACH POSITION BASED ON THE 50TH PERCENTILE. D. SALARY RANGES CREATED FROM THE TARGET PAY IN THE 50TH PERCENTILE. E. SALARY PROGRAM SETS COMPETITIVE RATES OF PAY (RANGES) FOR EACH POSITION AT AIA: -- THE PERFORMANCE MANAGEMENT PROGRAM HELPS US DETERMINE WHERE WITHIN THAT RANGE EACH PERSON SHOULD BE PAID. F. PAY IS RELATIVE TO THE MARKET AIA IS LOCATED (NON-PROFITS AND ASSOCIATIONS IN THE WASHINGTON, DC METRO AREA). G. COMPENSATION IS BASED ON PERFORMANCE AND CAN BE PAID IN SEVERAL WAYS: I. ANNUAL MERIT INCREASES. II. INCENTIVE COMPENSATION. III. MARKET ADJUSTMENT. H. EMPLOYEE IS GIVEN A DOCUMENT WHICH PROVIDES INFORMATION ON THEIR (1) PERCENTAGE MERIT INCREASE, (2) NEW SALARY FOR THE UPCOMING YEAR, (3) INCENTIVE COMPENSATION AMOUNT (IF APPLICABLE), AND (4) MARKET INCREASE (IF APPLICABLE). 3. IMPACT ON THE ORGANIZATION: A. SUCCESS OF ANY COMPENSATION PROGRAM IS RELATIVE AND LINKED TO THE PROGRAM'S ABILITY TO SUPPORT AIA'S ORGANIZATION'S CULTURE. B. SERVES AS A TOOL IN ATTAINING THE INSTITUTE'S ORGANIZATIONAL GOALS AND OBJECTIVES GOALS SET AND APPROVED BY THE BOARD OF DIRECTORS.

FORM 990,
PART VI,
SECTION C,
LINE 19

AIA'S GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE NOT MADE AVAILABLE TO THE PUBLIC.

FORM 990,
PART VI,
LINE 10:

EXPLANATION REGARDING AIA COMPONENTS: AIA DOES NOT HAVE LOCAL CHAPTERS OVER WHICH IT EXERCISES LEGAL AUTHORITY. ITS COMPONENTS ARE CHARTERED BY AIA BUT ARE SEPARATE LEGAL ENTITIES THAT ARE SELF-MANAGED.

FORM 990

NFT INVESTMENT IN SUBSIDIARY 4 575

PART XI, LINE 9:	
FORM 990, PART XII, LINE 2C:	THE AUDIT OVERSIGHT PROCESS HAS REMAINED UNCHANGED FROM THE PRIOR YEAR.

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

Cat. No. 51056K

Schedule O (Form 990) 2023

Additional Data

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Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

	Yes	No
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		No
b Gift, grant, or capital contribution to related organization(s)	Yes	
c Gift, grant, or capital contribution from related organization(s)		No
d Loans or loan guarantees to or for related organization(s)		No
e Loans or loan guarantees by related organization(s)		No
f Dividends from related organization(s)		No
g Sale of assets to related organization(s)		No
h Purchase of assets from related organization(s)		No
i Exchange of assets with related organization(s)		No
j Lease of facilities, equipment, or other assets to related organization(s)		No
k Lease of facilities, equipment, or other assets from related organization(s)		No
l Performance of services or membership or fundraising solicitations for related organization(s)	Yes	
m Performance of services or membership or fundraising solicitations by related organization(s)		No
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	Yes	
o Sharing of paid employees with related organization(s)	Yes	
p Reimbursement paid to related organization(s) for expenses	Yes	
q Reimbursement paid by related organization(s) for expenses		No
r Other transfer of cash or property to related organization(s)		No
s Other transfer of cash or property from related organization(s)		No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) AIA FOUNDATION	B	142,074	COST
(2) ARCHIPAC	L	121,955	COST
(3) AIA FOUNDATION	N	18,175	FMV
(4) AIA FOUNDATION	O	679,944	FMV (IN-KIND)
(5) AIA FOUNDATION	P	19,124	COST

Part VII Supplemental Information

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

Return Reference	Explanation
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Additional Data

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