Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) Do not enter social security numbers on this form as it may be made public. Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection


| Part I |  | Summary |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | 1 | Briefly describe the organization's mission or most significant activities: LLove A Clean San Diego leads and inspires our community to actively conserve and enhance the environment through example outreach, and local involvement. |  |  |
|  | 2 | Check this box $\quad \square$ if the organization discontinued its operations or disposed of more than $25 \%$ of its net assets. |  |  |
|  | 3 | Number of voting members of the governing body ( | 3 | 11 |
|  | 4 | Number of independent voting members of the governing body (Ra | 4 | 11 |
|  | 5 | Total number of individuals employed in calendar year 2022 (Part V, line 2a) | 5 | 47 |
|  | 6 | Total number of volunteers (estimate if necessary) | 6 | 16,678 |
|  | 7a | Total unrelated business revenue from Part VIII, column (C) | 7a | -220 |
|  | b | Net unrelated business taxable income from Form 990-T, PartI, line | 7b |  |
| $\xrightarrow{\text { ¢ }}$ | 8 Contributions and grants (Part VIII, line 1h). <br> 9 Program service revenue (Part VIII, line 2g) <br> 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d). <br> 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) <br> 12 Total revenue-add lines 8 through 11 (must equal Part VIII, column (A), line 12). |  | Prior Year | Current Year |
|  |  |  | 329,658 | 630,499 |
|  |  |  | 986,532 | 1,295,158 |
|  |  |  | 18,634 | 10,934 |
|  |  |  | 5,313 | -185 |
|  |  |  | 1,340,137 | 1,936,406 |
|  | 13 <br> 14 <br> 15 <br> $16 a$ <br> $b$ <br> 17 <br> 18 <br> 19 | Grants and similar amounts paid (Part IX, column (A), lines 1-3). <br> Benefits paid to or for members (Part IX, column (A), line 4). <br> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10). <br> Professional fundraising fees (Part IX, column (A), line 11e). <br> Total fundraising expenses (Part 1 X , column (D), line 25) <br> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e). <br> Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25). <br> Revenue less expenses. Subtract line 18 from line 12. | 0 | 0 |
|  |  |  | 0 | 0 |
|  |  |  | 1,026,119 | 1,311,803 |
|  |  |  | 0 | 0 |
|  |  |  |  |  |
|  |  |  | 432,479 | 501,424 |
|  |  |  | 1,458,598 | 1,813,227 |
|  |  |  | -118,461 | 123,179 |
|  | 202122 | Total assets (Paft X, line 16) <br> Total liabilities (Part X, line 26). <br> Net assets or fund balances. Subtract line 21 from line 20 | Beginning of Current Year | End of Year |
|  |  |  | 1,310,485 | 1,392,439 |
|  |  |  | 298,781 | 319,254 |
|  |  |  | 1,011,704 | 1,073,185 |

## 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.


1 Briefly describe the organization's mission:
I Love A Clean San Diego works to improve the quality of life for all San Diegans by
providing environmental preservation opportunities and education through a variety of
channels. continues on Schedule O.
2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or $990-E Z$ ?
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?
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.


Community Engagement: ILACSD restored and enhanced outdoor areas through 797 events in 2022, with
support from 16,678 volunteers. A majority of cleanups occurred in inland areas, such as creek
beds, canyons, parks and urban areas. Countywide cleanups Creek to Bay and Coastal Cleanup Day
repair environmental damage to outdoor areas across San Diego County where thousands of volunteers
donate a few hours of their time while having fun and making a difference during these two events.
ILACSD is also the San Diego County coordinator of the statewide Adopt-A-Beach program.

| 4b | (Code: | 600,530 including grants of \$ | ) (Revenue \$ | 476,925 ) |
| :---: | :---: | :---: | :---: | :---: |
|  | Environmental Education: I Love A Clean San Diego's environmental education features classroom |  |  |  |
|  | presentations and hands-on learning for children and teens, as well as a full slate of adult |  |  |  |
|  | education activities designed for local businesses individuals and families. ILACSD creates |  |  |  |
|  | awareness about the environment that turns otherwise unaware children into environmental stewards |  |  |  |
|  | for life In 2022 alone, ILACSD provided 884 environmental education presentations to |  |  |  |
|  | approximately 27,010 youth and adults throughout San Diego County. ILACSD also educates community |  |  |  |
|  | memers through outreach booths held at local events. ILACSD is trusted to implement comprehensive |  |  |  |
|  | environmental programs on behalfofmore than a dozen local jurisdictions, focused primarily on |  |  |  |
|  | youth education. |  |  |  |


Waste Recovery: I Love A Clean San Diego operates a call center and online database which offer
useful information about waste disposal and recycling. The organization provides referrals to San
Diego County residents who have questions about how or where to recycle, repair, donate, or
properly recycle or dispose of hazardous items. These resources divert countless amounts of waste
from San Diego's landfills and reduces incidents of illegal dumping. ILACSD fielded 40,273
requests for recycling information in 2022 from WasteFreeSD.org and 1-800-237-BLUE. Additionally,
ILACSD provides recycling outreach and infrastructure at community events, educating the public
about a variety of topics, including used motor oil recycling, and conducts site visits to used
motor oil certified collection centers to ensure compliance. ILACSD also hosts swap events where
community members exchange gently used goods to reduce the purchase of new items. Throughout the
county, ILACSD works with school districts to evaluate and improve waste collection systems on
school campuses, including infrastructure upd
4d Other program services (Describe on Schedule O.)
(Expenses \$ 0 including grants of \$ 0 )(Revenue \$
4e Total program service expenses
1,517,485

## Part IV Checklist of Required Schedules

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

|  | Yes | No |
| :---: | :---: | :---: |
| 1 | X |  |
| 2 | X |  |
| 3 |  | X |
| 4 |  | X |
| 5 |  | X |
| 6 |  | X |
| 7 |  | X |
| 8 |  | X |
| 9 |  | X |
| 10 | X |  |
| 11a | X |  |
| 11b |  | X |
| 11c |  | X |
| 11d | X |  |
| 11e | X |  |
| 11f |  | X |
| 12a | X |  |
| 12b |  | X |
| 13 |  | X |
| 14a |  | X |
| 14b |  | X |
| 15 |  | X |
| 16 |  | X |
| 17 |  | X |
| 18 |  | X |
| 19 |  | X |
| 20a |  | X |
| 20b |  |  |
| 21 |  | X |

## Part IV Checklist of Required Schedules (continued)

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

|  | Yes | No |
| :---: | :---: | :---: |
| 22 |  | X |
| 23 |  | X |
| 24a |  | X |
| 24b |  |  |
| 24c |  |  |
| 24d |  |  |
| 25a |  | X |
| 25b |  | X |
| 26 |  | X |
| 27 |  | X |
| 28a |  | X |
| 28b |  | X |
| 28c |  | X |
| 29 | X |  |
| 30 |  | X |
| 31 |  | X |
| 32 |  | X |
| 33 |  | X |
| 34 |  | X |
| 35a |  |  |
| 35b |  |  |
| 36 |  | X |
| 37 |  | X |
| 38 | X |  |

## 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.
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable .
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?


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 . .
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?
3a Did the organization have unrelated business gross income of $\$ 1,000$ or more during the year? .
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O.
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)? .
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?.
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?.
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?
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?
$7 \quad$ 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? .
b If "Yes," did the organization notify the donor of the value of the goods or services provided?
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?
d If "Yes," indicate the number of Forms 8282 filed during the year
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? .
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? .
9 Sponsoring organizations maintaining donor advised funds.
a Did the sponsoring organization make any taxable distributions under section 4966?
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?
10 Section 501(c)(7) organizations. Enter:
a Initiation fees and capital contributions included on Part VIII, line 12.
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities .

| $10 a$ |  |
| :--- | :--- |
| $10 b$ |  |

11
Section 501(c)(12) organizations. Enter:
a Gross income from members or shareholder
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.).

| $11 a$ |  |
| :---: | :--- |
| $11 b$ |  |

b If "Yes," enter the amount of tax-exempt interest received or accrued during the year
13 Section 501(c)(29) qualified nonprofit health insurance issuers.
a Is the organization licensed to issule qualified health plans in more than one state?
Note: See the instructions for additional information the organization must report on Schedule O.
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.
c Enter the amount of reserves on hand.
14a Did the organization receive any payments for indoor tanning services during the tax year? .
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O.
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.
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.
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. Check if Schedule O contains a response or note to any line in this Part VI .

## Section A. Governing Body and Management

1a Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.
b Enter the number of voting members included on line 1a, above, who are independent
 one or more members of the governing body?
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:
a The governing body?
b Each committee with authority to act on behalf of the governing body?
9 Is there any officer, director, trustee, or key employee listed in Part VII, SectionA, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O.

| $7 a$ |  | $X$ |
| :---: | :---: | :---: |
| $7 b$ |  | $X$ |
|  |  |  |
| $8 a$ | $X$ |  |
| $8 b$ | $X$ |  |
| 9 |  | $X$ |

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

10a Did the organization have local chapters, branches, or affiliates?
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?
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?
b Describe on Schedule O the process, if any, used by the organization to review this Form 990.
12a Did the organization have a written conflict of interest policy? If "No," go to line 13.
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done
13 Did the organization have a written whistleblower policy?
14 Did the organization have a written document retention and destruction policy? .
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.
b Other officers or key employees of the organization.
If "Yes" to line 15 a or 15 b , 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?
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 | No |
| :---: | :---: | :---: |
| $10 a$ |  | $X$ |
| 10b |  |  |
| $11 a$ | $X$ |  |
| 12a | $X$ |  |
| $12 b$ | $X$ |  |
| 12 c | $X$ |  |
| 13 | $X$ |  |
| 14 | $X$ |  |
|  |  |  |
| $15 a$ | $X$ |  |
| $15 b$ | $X$ |  |
|  |  |  |
| $16 a$ |  | $X$ |
|  |  |  |
| $16 b$ |  |  |

## Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed CA
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501 (c) (3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

Own website $\quad \square$ Another's website $\quad \mathrm{X}$ Upon request $\quad \square$ Other (explain on Schedule O)
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records
(619) 704-2771

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

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

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

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

- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's current key employees, if any. See the instructions for definition of "key employee."
- List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $\$ 100,000$ from the organization and any related organizations.
- List all of the organization's former officers, key employees, and highest compensated employees who received more than $\$ 100,000$ of reportable compensation from the organization and any related organizations.
- List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than $\$ 10,000$ of reportable compensation from the organization and any related organizations.
See the instructions for the order in which to list the persons above.
Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

| (A) <br> Name and title | (B) <br> Average hours per week (list any hours for related organizations below dotted line) | (C) <br> Position <br> (do not check more than one box, unless person is both an officer and a director/trustee) |  |  |  |  |  | (D) Reportable mpensation from the organization (W-2) 1099-MISC/ 1099-NEC) | (E) <br> Reportable compensation from related organizations (W-2) 1099-MISC/ 1099-NEC) | (F) <br> Estimated amount of other compensation from the organization and related organizations |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| (1) Steve Morris | 40.00 |  |  |  |  |  |  |  |  |  |
| Executive Director | 0.00 |  |  | X | X |  |  | 102,459 |  | 27,973 |
| (2) Natalie Decarli | 40.00 |  |  |  |  |  |  |  |  |  |
| Interim ED | 0.00 |  |  | X |  |  |  | 23,875 |  | 225 |
| (3) Kenneth Moore | 3.00 |  |  |  |  |  |  |  |  |  |
| Vice President | 0.00 | X |  | X |  |  |  |  |  |  |
| (4) Summer Haines | 3.00 |  |  |  |  |  |  |  |  |  |
| President | 0.00 | X |  | X |  |  |  |  |  |  |
| (5) Denise Price | 3.00 |  |  |  |  |  |  |  |  |  |
| Secretary | 0.00 | X |  | X |  |  |  |  |  |  |
| (6) Alex Hosch | 3.00 |  |  |  |  |  |  |  |  |  |
| Treasurer | 0.00 | X |  |  |  |  |  |  |  |  |
| (7) Bill Haines | 2.00 |  |  |  |  |  |  |  |  |  |
| Director | 0.00 | X |  |  |  |  |  |  |  |  |
| (8) _ Joseph Mazzella | 2.00 |  |  |  |  |  |  |  |  |  |
| Director | 0.00 | X |  |  |  |  |  |  |  |  |
| (9) Bryce Hunter | 2.00 |  |  |  |  |  |  |  |  |  |
| Director | 0.00 | X |  |  |  |  |  |  |  |  |
| (10) Laura Atkinson | 2.00 |  |  |  |  |  |  |  |  |  |
| Director | 0.00 | X |  |  |  |  |  |  |  |  |
| (11) Jake Harrison | 2.00 |  |  |  |  |  |  |  |  |  |
| Director | 0.00 | X |  |  |  |  |  |  |  |  |
| (12) |  |  |  |  |  |  |  |  |  |  |
| (13) |  |  |  |  |  |  |  |  |  |  |
| (14) |  |  |  |  |  |  |  |  |  |  |



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

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

## 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) <br> Name and business address | (B) <br> Description of services | (C) <br> Compensation |
| :--- | :---: | :---: |
|  |  | 0 |
|  |  | 0 |
|  |  | 0 |
| $\mathbf{2} \quad$Total number of independent contractors (including but not limited to those listed above) who received <br> more than $\$ 100,000$ of compensation from the organization |  | 0 |


|  |
| :--- | :--- |

## Part IX

 Statement of Functional ExpensesSection 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,
$8 \mathrm{~b}, 9 \mathrm{~b}$, and 10b of Part VIII.

1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21
2 Grants and other assistance to domestic
individuals. See Part IV, line 22.
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16
4 Benefits paid to or for members
5 Compensation of current officers, directors, trustees, and key employees
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
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)
9 Other employee benefits
10 Payroll taxes.
11 Fees for services (nonemployees):
a Management
b Legal
c Accounting
d Lobbying
e Professional fundraising services. See Part IV, line 17
f Investment management fees.
g Other. (If line 11 g amount exceeds $10 \%$ of line 25 , column (A), amount, list line 11 g expenses on Schedule O .).

12 Advertising and promotion
13 Office expenses
14 Information technology
15 Royalties.
16 Occupancy
17 Travel
18 Payments of travel or entertainment expenses for any federal, state, or local public officials
19 Conferences, conventions, and meetings
20 Interest.
21 Payments to affiliates
22 Depreciation, depletion, and amortization
23 Insurance
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24 e amount exceeds $10 \%$ of line 25 , column (A), amount, list line 24 e expenses on Schedule O.)
a Direct Expenses - Cleanups
b Direct Expenses - Presentations \& Outreach
c Others
d Equipment
e All other expenses
25 Total functional expenses. Add lines 1 through 24e
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 following SOP 98-2 (ASC 958-720)

| (A) |
| :---: | :---: |
| Total expenses |

(B)

## Part X

## Balance Sheet

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

|  |  |  | (A) <br> Beginning of year |  | (B) <br> End of year |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Cash-non-interest-bearing | 61,613 | 1 | 413,352 |
|  |  | Savings and temporary cash investments | 776,793 | 2 | 244,249 |
|  |  | Pledges and grants receivable, net. |  | 3 | 0 |
|  |  | Accounts receivable, net | 147,385 | 4 | 257,459 |
|  |  | 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. | 0 | 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 . |  |  | 0 |
|  | 8 | Inventories for sale or use | 2,305 | 8 | 336 |
|  | 9 | Prepaid expenses and deferred charges | 36,724 | 9 | 41,303 |
|  | 10a | Land, buildings, and equipment: cost or <br> other basis. Complete Part VI of Schedule D 10a 123,782 <br>    |  |  |  |
|  |  |  | 49,412 | 10c | 41,210 |
|  | 11 | Investments-publicly traded securities . | 197,607 | 11 | 172,487 |
|  | 12 | Investments-other securities. See Part IV, line 11. |  | 12 | 0 |
|  | 13 | Investments-program-related. See Part IV, line 11 |  | 13 | 0 |
|  | 14 | Intangible assets | 38,646 | 14 | 30,246 |
|  | 15 | Other assets. See Part IV, line 11 |  | 15 | 191,797 |
|  | 16 | Total assets. Add lines 1 through 15 (must equal line 33) | 1,310,485 | 16 | 1,392,439 |
|  |  |  | 107,638 | 17 | 111,462 |
|  |  |  |  | 18 |  |
|  |  |  |  | 19 |  |
|  |  |  | 0 | 20 |  |
|  |  |  | 0 | 21 |  |
|  |  |  |  | 22 |  |
|  |  |  | 191,143 | 23 | 0 |
|  |  |  | 0 | 24 | 0 |
|  |  |  |  | 25 | 207,792 |
|  |  |  | 298,781 | 26 | 319,254 |
| Net Assets or Fund Balances | Organizations that follow FASB ASC 958, check here X and complete lines $27,28,32$, and 33 . <br> 27 Net assets without donor restrictions <br> 28 Net assets with donor restrictions. <br> Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33. <br> 29 Capital stock or trusst prineípal, or current funds. <br> 30 Paid-in or capital surplus, or land, building, or equipment fund. <br> 31 Retained earnings, endowment, accumulated income, or other funds. <br> 32 Total net assets or fund balances . <br> 33 Total liabilities and net assets/fund balances |  |  |  |  |
|  |  |  | 730,417 | 27 | 788,269 |
|  |  |  | 281,287 | 28 | 284,916 |
|  |  |  |  |  |  |
|  |  |  | 0 | 29 |  |
|  |  |  | 0 | 30 |  |
|  |  |  | 0 | 31 |  |
|  |  |  | 1,011,704 | 32 | 1,073,185 |
|  |  |  | 1,310,485 | 33 | 1,392,439 |

## Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI . . . . . . . . . . . . . X
1 Total revenue (must equal Part VIII, column (A), line 12).
2 Total expenses (must equal Part IX, column (A), line 25)
3 Revenue less expenses. Subtract line 2 from line 1.
4 Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))
5 Net unrealized gains (losses) on investments
6 Donated services and use of facilities

| $\mathbf{1}$ | $1,936,406$ |
| ---: | ---: |
| $\mathbf{2}$ | $1,813,227$ |
| $\mathbf{3}$ | 123,179 |
| $\mathbf{4}$ | $1,011,704$ |
| $\mathbf{5}$ | $-33,615$ |
| $\mathbf{6}$ |  |
| $\mathbf{7}$ |  |
| $\mathbf{8}$ | $-28,083$ |
| $\mathbf{9}$ |  |

7 Investment expenses.

9 Other changes in net assets or fund balances (explain on Schedule O).

1,073,185

## 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: $\square$ Cash $\quad X$ Accrual $\square$ 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:
X Separate basis
$\square$ 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 theyear were audited on a separate basis, consolidated basis, or both:
$\square$ Separate basis $\quad \square$ Consolidated basis $\quad \square$ Both consolidated and separate basis
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? . If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits


## Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, 2022 Attach to Form 990.

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

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?.
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? .

conferring impermissible privents.
Complete if the organization answered "Yes" on Form 990, Part IV, line 7.
1 Purpose(s) of conservation easements held by the organization (check all that apply).
Preservation of land for public use (for example, recreation or education) $\square$ Preservation of a historically important land area
Protection of natural habitat Preservation of a certified historic structure
Preservation of open space
2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.
a Total number of conservation easements
b Total acreage restricted by conservation easements .
c Number of conservation easements on a certified historic structure included in (a)
d Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register .

|  | Held at the End of the Tax Year |
| :--- | :--- |
| 2a |  |
| 2b |  |
| 2c |  |
| 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? . . . . . . . . . . . . . . . . . $\square$ 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 easementreported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? .
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 . . . . . . . . . . . . . . . . . . . . . . . . . . \$ $\qquad$
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.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)
3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
aPublic exhibition
d $\square$ Loan or exchange program
b
Scholarly research
e
$\square$ Other
Preservation for future generations
4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?
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?

|  | Amount |  |
| :---: | :---: | :---: |
| 1c |  | 0 |
| 1d |  |  |
| 1e |  |  |
| 1f |  | 0 |
|  | Yes | No |

## Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.
1a Beginning of year balance
b Contributions.
c Net investment earnings, gains, and losses.
d Grants or scholarships
e Other expenditures for facilities and programs
f Administrative expenses
g End of year balance.

| (a) Current year |
| ---: |
| 197,607 |

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
a Board designated or quasi-endowment
b Permanent endowment
c Term endowment
The percentages on lines $2 a, 2 b$, and $2 c$ 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
b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?.

|  | Yes | No |
| :---: | :---: | :---: |
| 3a(i) | $X$ |  |
| 3a(ii) |  |  |
| 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. | 0 | 0 |  | 0 |
| b Buildings . | 0 | 0 | 0 | 0 |
| c Leasehold improvements. | 0 | 0 | 0 | 0 |
| d Equipment. | 0 | 123,782 | 82,572 | 41,210 |
| e Other | 0 | 0 | 0 | 0 |
| Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.) |  |  |  | 41,210 |

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)
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.

| (b) Book value |  |
| ---: | ---: |
|  | 0 |
|  | 0 |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

(1) Financial derivatives
(2) Closely held equity interests
(3) Other
--. (A)
(B)
(C)
(D)
(E)
(F)
(G)
(H)

| (a) Description of investment | (b) Book value | (c) Method of valuation: <br> 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.) . |  |  |

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) Operating lease right of use asset | 221,954 |
| (2) |  |
| (3) |  |
| (4) |  |
| (5) |  |
| (6) |  |
| (7) N |  |
| (8) |  |
| (9) |  |
| Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) . | 221,954 |
| Part X Other Liabilities. |  |
| Complete if the organization answered "Yes" on line 25. | 990, Part X, |
| 1.20 (a) Description of liability | (b) Book value |
| (1) Federal income taxes | 0 |
| (2) Operating lease liability | 221,954 |
| (3) |  |
| (4) |  |
| (5) |  |
| (6) |  |
| (7) |  |
| (8) |  |
| (9) |  |
| Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) | 221,954 |
| 2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII . |  |

## Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return. Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.



## 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.


## Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.
Part XI Line 4b merchandise cost $\$ 3750$
Part XII Line 2d donated goods $\$ 31,833$

## Part XIII Supplemental Information (continued)

$\qquad$
$\qquad$
$\qquad$
$\qquad$

