Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

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

OMB No. 1545-0047

2021

Open to Public Inspection

A For the 2021 calendar year, or tax year beginning 07-01-2021 , and ending 06-30-2022

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

C Name of organization
NATIONAL AUDUBON SOCIETY INC

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
225 VARICK STREET 7TH FLOOR

City or town, state or province, country, and ZIP or foreign postal code
NEW YORK, NY 10014

D Employer identification number
13-1624102

E Telephone number
(212) 979-3000

G Gross receipts $ 361,423,726

F Name and address of principal officer:
ELIZABETH GRAY
1200 18TH ST NW STE 500
WASHINGTON,DC 20036

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

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. See instructions.

H(c) Group exemption number ▶

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

J Website: ▶ WWW.AUDUBON.ORG

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

L Year of formation: 1905

M State of legal domicile: NY

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
AUDUBON'S MISSION IS TO PROTECT BIRDS AND THE PLACES THEY NEED, TODAY AND TOMORROW.

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

3	Number of voting members of the governing body (Part VI, line 1a)	3	27
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	26
5	Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	985
6	Total number of volunteers (estimate if necessary)	6	7,500
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	74,625
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	117,977,588	123,672,281
	9	Program service revenue (Part VIII, line 2g)	3,533,880	8,501,409
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	41,596,607	13,786,574
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	8,047,329	4,085,227
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	171,155,404	150,045,491
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	5,441,305	6,466,800
	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)	68,420,481	77,492,480
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	2,464,633	2,492,267
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶21,849,115		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	47,106,302	59,546,726
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	123,432,721	145,998,273
	19	Revenue less expenses. Subtract line 18 from line 12	47,722,683	4,047,218

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	619,794,059	574,552,686
	21	Total liabilities (Part X, line 26)	34,643,795	31,239,226
	22	Net assets or fund balances. Subtract line 21 from line 20	585,150,264	543,313,460

Part II Signature Block

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

Sign Here

Signature of officer — Date: 2023-03-10

INGRID M MILNE CHIEF FINANCIAL OFFICER
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN P00741490
Firm's name ▶ GRANT THORNTON LLP			Firm's EIN ▶ 36-6055558	
Firm's address ▶ 757 THIRD AVENUE 3RD FLOOR NEW YORK, NY 100172013			Phone no. (212) 599-0100	

May the IRS discuss this return with the preparer shown above? (see instructions) ☑ Yes ☐ No

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

AUDUBON SAVES BIRDS AND THEIR HABITATS THROUGHOUT THE AMERICAS USING SCIENCE, ADVOCACY, COMMUNITY ENGAGEMENT AND ON-THE-GROUND CONSERVATION. AUDUBON IS A POWERFUL DISTRIBUTED NETWORK OF 16 STATE AND REGIONAL OFFICES, 33 NATURE CENTERS, 23 SANCTUARIES, GREATER THAN 450 INDEPENDENT CHAPTERS, AND INTERNATIONAL PARTNERS THROUGHOUT THE HEMISPHERE, WITH THE KNOWLEDGE AND AUTHENTICITY TO CARE FOR BIRDS, AND THE PLACES THEY NEED, IN COMMUNITIES ACROSS THE COUNTRY. AUDUBON CURRENTLY WORKS WITH STUDENTS ON OVER 160 COLLEGE CAMPUSES, INCLUDING CAMPUS CHAPTERS, AFFILIATE GROUPS AND STUDENT AMBASSADORS. OUR WORK IS A FORMIDABLE COMBINATION OF SCIENCE, ON THE GROUND CONSERVATION, POLICY EXPERTISE, AND COMMUNITY ENGAGEMENT THAT WE LEVERAGE TO TACKLE SOME OF THE MOST PRESSING CHALLENGES THAT BIRDS FACE TODAY.

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 $ 83,188,018 including grants of $ 4,893,764) (Revenue $ 8,624,191)

SEE SCHEDULE O

4b (Code:) (Expenses $ 32,724,433 including grants of $ 1,573,036) (Revenue $ 940,993)

SEE SCHEDULE O

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

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

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

4e **Total program service expenses** ▶ 115,912,451

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules *(continued)*

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

				Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	442		
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c		Yes	

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

Line	Question		Amount		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	985			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.			2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year? . . .			3a	Yes	
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O* . . .			3b	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a	Yes	
b	If "Yes," enter the name of the foreign country: ▶C O See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . .			5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? . . .			6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b		
7	**Organizations that may receive deductible contributions under section 170(c).**					
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?			7a	Yes	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b	Yes	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		No
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		No
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?			8		
9	**Sponsoring organizations maintaining donor advised funds.**					
a	Did the sponsoring organization make any taxable distributions under section 4966?			9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . .			9b		
10	**Section 501(c)(7) organizations.** Enter:					
a	Initiation fees and capital contributions included on Part VIII, line 12 . . .	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	**Section 501(c)(12) organizations.** Enter:					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b				
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b				
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**					
a	Is the organization licensed to issue qualified health plans in more than one state? . . . . **Note.** See the instructions for additional information the organization must report on Schedule O.			13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b				
c	Enter the amount of reserves on hand	13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?			14a		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O* . .			14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? . . . . If "Yes," see the instructions and file Form 4720, Schedule N.			15	Yes	
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? . . If "Yes," complete Form 4720, Schedule O.			16		No
17	**Section 501(c)(21) organizations.** Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? . . If "Yes," complete Form 6069.			17		

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

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

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	1a	27		
b	Enter the number of voting members included in line 1a, above, who are independent	1b	26		
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	Yes	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		5		No
6	Did the organization have members or stockholders?		6	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		7a	Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?		8a	Yes	
b	Each committee with authority to act on behalf of the governing body?		8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses in Schedule O*		9		No

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ▶ AL,AK,AR,CA,CO,CT,DC,FL,GA,HI,IL,IN,KS,KY,LA,ME,MD,MA,MI,MN,MS,MO,NV,NH,NJ,NM,NY,NC,ND,OH,OK,OR,PA,RI,SC,TN,UT,VA,WA,WV,WI

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:
▶NEETA HATLEY 225 VARICK STREET NEW YORK, NY 10014 (212) 979-3000

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

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) ELIZABETH M GRAY CHIEF EXECUTIVE OFFICER(AS OF 11/21)	40.00 2.00	X		X				679,562	0	25,896
(2) SUSAN BELL CHAIR	8.00 0.00	X		X				0	0	0
(3) GEORGE S GOLUMBESKI VICE CHAIR	8.00 0.00	X		X				0	0	0
(4) KATHY SULLIVAN DIR./VICE CHAIR (AS OF 10/21)	8.00 0.00	X		X				0	0	0
(5) STEPHEN TAN DIR./VICE CHAIR (AS OF 10/21)	8.00 2.00	X		X				0	0	0
(6) JOSEPH ELLIS SECRETARY (THRU 10/21)/DIR.	8.00 0.00	X		X				0	0	0
(7) KARIM AL-KHAFAJI ASST. SECRETARY/SEC. (AS OF 10/21)	8.00 0.00	X		X				0	0	0
(8) JEFFREY GOODBY ASST. SECRETARY (THRU 02/22)	8.00 0.00	X		X				0	0	0
(9) PHIL SWAN - ASST SEC (THRU 10/21)/TREAS.(10/21-02/22)/DIR.	8.00 0.00	X		X				0	0	0
(10) ANNA RIGGS DIRECTOR/TREASURER (AS OF 10/21)	8.00 0.00	X		X				0	0	0
(11) AJAY SHAH ASST. TREASURER (THRU 02/22)/DIR.	8.00 0.00	X		X				0	0	0
(12) JANE ALEXANDER DIRECTOR	8.00 0.00	X						0	0	0
(13) RODNEY BROWN DIRECTOR	8.00 0.00	X						0	0	0
(14) MIKE CONNOR DIRECTOR (THRU 11/21)	8.00 2.00	X						0	0	0
(15) MICHELE CRIST DIRECTOR (THRU 02/22)	8.00 0.00	X						0	0	0
(16) MARY DAUGHERTY DIRECTOR (THRU 02/22)	8.00 0.00	X						0	0	0
(17) SARA FUENTES DIRECTOR	8.00 0.00	X						0	0	0

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(18) ERIN GIESE DIRECTOR	8.00 0.00	X						0	0	0
(19) JAMES C GREENWOOD DIRECTOR	8.00 0.00	X						0	0	0
(20) JESSICA HELLMAN DIRECTOR	8.00 0.00	X						0	0	0
(21) KATE JAMES DIRECTOR	8.00 0.00	X						0	0	0
(22) SALLY JEFFORDS DIRECTOR	8.00 0.00	X						0	0	0
(23) RICHARD H LAWRENCE DIRECTOR	8.00 0.00	X						0	0	0
(24) MICHAEL MAVROVOUNIOTIS DIRECTOR (02/22-04/22)	8.00 0.00	X						0	0	0
(25) HECTOR E MORALES JR DIRECTOR	8.00 0.00	X						0	0	0
(26) STEFFANIE MUNGUIA DIRECTOR	8.00 0.00	X						0	0	0
(27) SUSAN ORR DIRECTOR	8.00 2.00	X						0	0	0
(28) THERESA PELLA DIRECTOR (AS OF 02/22)	8.00 0.00	X						0	0	0
(29) R CYNTHIA PRUETT DIRECTOR	8.00 0.00	X						0	0	0
(30) DIANE ROSS-LEECH DIRECTOR (AS OF 02/22)	8.00 0.00	X						0	0	0
(31) LILI TAYLOR DIRECTOR	8.00 0.00	X						0	0	0
(32) JOSEPH WATTS DIRECTOR	8.00 0.00	X						0	0	0
(33) MARGARET WALKER DIRECTOR (07/21-02/22)	8.00 0.00	X						0	0	0
(34) STEPHEN E MEYER CHIEF OPERATING OFFICER (THRU 07/21)	40.00 2.00			X				426,141	0	228,462
(35) LORRAINE A SCIARRA VP AND GENERAL COUNSEL	40.00 2.00			X				305,259	0	23,611
(36) INGRID M MILNE CHIEF FINANCIAL OFFICER(AS OF 01/22)	40.00 2.00			X				0	0	0
(37) NEETA D HATLEY - VP CONTROLLER, TREASURY & FINANCIAL OPS	40.00 2.00			X				203,624	0	39,505
(38) REBECCAH A SANDERSTHRU 0721 CHIEF FIELD & STRATEGY OFFICER	40.00 0.00				X			373,462	0	236,159
(39) MARSHALL JOHNSON AS OF 1221 CHIEF CONSERVATION OFFICER	40.00 2.00				X			239,915	0	18,732
(40) SEAN M O'CONNOR CHIEF DEVELOPMENT OFFICER	40.00 0.00					X		363,125	0	26,956
(41) MARCO S CARBONE CHIEF TECHNOLOGY OFFICER	40.00 2.00					X		279,638	0	22,296
(42) LISA L HARDAWAY THRU 0622 INTERIM CHIEF NETWORK & COMM. OFF.	40.00 0.00					X		283,766	0	27,709
(43) TRACY BOYD VP STRATEGY & OPERATIONS	40.00 0.00					X		264,686	0	30,410
(44) JENNIFER GOOD THRU 0522 VP CENTRAL/PACIFIC FLYWAY	40.00 0.00					X		247,665	0	20,400
(45) DAVID M YARNOLD - PRESIDENT (THRU 01/21) & CEO (THRU 05/21)	0.00 0.00						X	898,880	0	377,293
(46) MARY BETH HENSON THRU 0521 VP AND CHIEF FINANCIAL OFFICER	0.00 0.00						X	150,454	0	10,636
(47) DAVID J RINGER CHIEF NETWORK OFFICER (THRU 04/21)	0.00 0.00						X	144,983	0	10,495
(48) KENNETH BRIAN TRUSTY SENIOR DIRECTOR (THRU 01/22)	40.00 0.00						X	156,029	0	28,424

	(D)	(E)	(F)
1b Sub-Total ▶			
c Total from continuation sheets to Part VII, Section A ▶			
d Total (add lines 1b and 1c) ▶	5,017,189	0	1,126,984

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 ▶ 156

			Yes	No
3	Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	3	Yes	
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	4	Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization?*If "Yes," complete Schedule J for such person*	5		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
RWT PRODUCTION LLC 8932 ORANGE HUNT LANE ANNANDALE, VA 22003	MAILING SERVICES	7,801,940
LUCIANOS EXCAVATION INC 41 TAUNTON GREEN SUITE 102 TAUNTON, MA 02780	RESTORATION	3,286,561
ALLEGIANCE FUNDRAISING GROUP LLC 3064 49TH STREET S FARGO, ND 58104	DIGITAL MARKETING SUPPORT	1,822,745
STAGECOACH DIGITAL PO BOX 8806 BURLINGTON, VT 05402	FUNDRAISING SERVICES	1,049,335
BACKWOODS CLEARING AND SERVICES INC 4407 HITZING AVENUE NORTH FT MEYERS, FL 33903	RESTORATION	757,250

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 ▶ 60

Part VIII Statement of Revenue

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

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

Contributions, Gifts, Grants, and OtherAmt Similar Amounts

Line	Description	Box	Amount
1a	Federated campaigns . . .	1a	
b	Membership dues . . .	1b	
c	Fundraising events . . .	1c	1,350,215
d	Related organizations	1d	
e	Government grants (contributions)	1e	14,876,630
f	All other contributions, gifts, grants, and similar amounts not included above	1f	107,445,436
g	Noncash contributions included in lines 1a - 1f:$	1g	5,836,637
h	**Total.** Add lines 1a-1f . . . . ▶		123,672,281

Program Service Revenue

Line	Description	Business Code	(A)	(B)	(C)	(D)
2a	CONSERVE/MITIG.FEES	900099	2,496,033	2,496,033		
b	ADMISSIONS	900099	1,805,131	1,805,131		
c	REGISTRATION FEES	900099	1,405,969	1,405,969		
d	CONTRACTUAL REVENUE	900099	1,298,872	1,298,872		
e	LAND USE REVENUE	900099	742,978	742,978		
f	All other program service revenue.		752,426	752,426		
g	**Total.** Add lines 2a–2f. . . . . ▶		8,501,409			

Other Revenue

Line	Description	(i)	(ii)	(A)	(B)	(C)	(D)
3	Investment income (including dividends, interest, and other similar amounts) . . . ▶			3,957,345		74,625	3,882,720
4	Income from investment of tax-exempt bond proceeds ▶						
5	Royalties . . . . ▶			1,333,295			1,333,295
		(i) Real	(ii) Personal				
6a	Gross rents (6a)	1,602,011					
b	Less: rental expenses (6b)	0					
c	Rental income or (loss) (6c)	1,602,011					
d	Net rental income or (loss) . . . . ▶			1,602,011			1,602,011
		(i) Securities	(ii) Other				
7a	Gross amount from sales of assets other than inventory (7a)	219,240,092	810,249				
b	Less: cost or other basis and sales expenses (7b)	210,221,112	0				
c	Gain or (loss) (7c)	9,018,980	810,249				
d	Net gain or (loss) . . . . ▶			9,829,229			9,829,229
8a	Gross income from fundraising events (not including $ 1,350,215 of contributions reported on line 1c). See Part IV, line 18 . . . . (8a)		149,918				
b	Less: direct expenses (8b)		489,747				
c	Net income or (loss) from fundraising events . . ▶			-339,829			-339,829
9a	Gross income from gaming activities. See Part IV, line 19 . . . (9a)		1,803				
b	Less: direct expenses (9b)		0				
c	Net income or (loss) from gaming activities . . ▶			1,803			1,803
10a	Gross sales of inventory, less returns and allowances . . (10a)		1,731,151				
b	Less: cost of goods sold . . (10b)		667,376				
c	Net income or (loss) from sales of inventory . . ▶			1,063,775	1,063,775		

Line	Miscellaneous Revenue	Business Code	(A)	(B)	(C)	(D)
11a	LIST RENTAL	900099	157,837			157,837
b	INSURANCE RECOVERIES	900099	85,412			85,412
c	SPONSORSHIP INCOME	900099	58,020			58,020
d	All other revenue		122,903			122,903
e	**Total.** Add lines 11a–11d . . . . ▶		424,172			
12	**Total revenue.** See instructions . . . . . . ▶		150,045,491	9,565,184	74,625	16,733,401

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	6,207,171	6,207,171		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	148,129	148,129		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	111,500	111,500		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	2,227,964	1,848,778	215,037	164,149
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	1,350,346	1,005,583	179,904	164,859
7 Other salaries and wages	57,695,207	46,781,508	3,072,043	7,841,656
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	3,185,021	2,580,092	180,215	424,714
9 Other employee benefits	8,508,437	6,892,434	481,425	1,134,578
10 Payroll taxes	4,525,505	3,665,978	256,063	603,464
11 Fees for services (non-employees):				
a Management				
b Legal	672,758	100,187	563,100	9,471
c Accounting	217,067		217,067	
d Lobbying	604,501	604,501		
e Professional fundraising services. See Part IV, line 17	2,492,267			2,492,267
f Investment management fees	716,911		716,911	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	21,794,278	19,954,924	426,744	1,412,610
12 Advertising and promotion	1,057,525	87,270	2,156	968,099
13 Office expenses	16,503,174	12,034,855	52,308	4,416,011
14 Information technology	652,343	295,094	294,205	63,044
15 Royalties . .	574,736	574,736		
16 Occupancy	4,272,250	2,962,587	761,493	548,170
17 Travel	1,545,666	1,297,674	86,663	161,329
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19 Conferences, conventions, and meetings	761,800	350,590	269,054	142,156
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization . .	3,199,452	2,938,054	175,140	86,258
23 Insurance . . .	1,641,460	1,339,841	259,223	42,396
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 SERVICE BUREAUS	1,620,851	1,395,680	2,747	222,424
b MEMBERSHIP FULLFILLMENT	1,617,630	751,716		865,914
c FIXED ASSET WRITE-OFF	1,113,420	1,113,420		
d SUBSCRIPTIONS & DUES	968,069	858,474	24,049	85,546
e All other expenses	12,835	11,675	1,160	
25 **Total functional expenses.** Add lines 1 through 24e	145,998,273	115,912,451	8,236,707	21,849,115
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ▶ ☑ if following SOP 98-2 (ASC 958-720).	12,513,000	6,734,000	0	5,779,000

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		95,258,913	1	90,172,312
	2	Savings and temporary cash investments		42,136,642	2	37,285,638
	3	Pledges and grants receivable, net		20,294,188	3	21,454,770
	4	Accounts receivable, net		9,599,558	4	16,465,399
	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		299,310	8	284,666
	9	Prepaid expenses and deferred charges		2,264,981	9	2,078,022
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 196,993,102			
	b	Less: accumulated depreciation	10b 52,325,197	146,615,171	10c	144,667,905
	11	Investments—publicly traded securities		174,329,999	11	32,546,030
	12	Investments—other securities. See Part IV, line 11		127,551,654	12	229,479,836
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets		1,240,491	14	25,500
	15	Other assets. See Part IV, line 11		203,152	15	92,608
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		619,794,059	16	574,552,686
Liabilities	17	Accounts payable and accrued expenses		15,932,741	17	13,304,030
	18	Grants payable			18	
	19	Deferred revenue		5,489,158	19	5,142,573
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		4,512,432	21	4,716,380
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		8,709,464	25	8,076,243
	26	**Total liabilities.** Add lines 17 through 25		34,643,795	26	31,239,226
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here ▶ ☑ and complete lines 27, 28, 32, and 33.**				
	27	Net assets without donor restrictions		269,853,640	27	260,317,459
	28	Net assets with donor restrictions		315,296,624	28	282,996,001
		Organizations that do not follow FASB ASC 958, check here ▶ ☐ and complete lines 29 through 33.				
	29	Capital stock or trust principal, or current funds			29	
	30	Paid-in or capital surplus, or land, building or equipment fund			30	
	31	Retained earnings, endowment, accumulated income, or other funds			31	
	32	Total net assets or fund balances		585,150,264	32	543,313,460
	33	Total liabilities and net assets/fund balances		619,794,059	33	574,552,686

Part XI Reconcilliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	150,045,491
2	Total expenses (must equal Part IX, column (A), line 25)	2	145,998,273
3	Revenue less expenses. Subtract line 2 from line 1	3	4,047,218
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	585,150,264
5	Net unrealized gains (losses) on investments	5	-38,093,539
6	Donated services and use of facilities	6	2,431,668
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-10,222,151
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	543,313,460

Part XII Financial Statements and Reporting

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

			Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☑ Accrual ☐ Other ____________ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization’s financial statements compiled or reviewed by an independent accountant?	2a		No
	If ‘Yes,’ check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization’s financial statements audited by an independent accountant?	2b	Yes	
	If ‘Yes,’ check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☐ Separate basis ☑ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	Yes	
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	Yes	

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

OMB No. 1545-0047
2021
Open to Public Inspection

Name of the organization
NATIONAL AUDUBON SOCIETY INC

Employer identification number
13-1624102

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

f Enter the number of supported organizations . . . .

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . .	92,035,185	115,962,965	117,166,575	117,977,588	123,672,281	566,814,594
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge. .						
4 **Total.** Add lines 1 through 3	92,035,185	115,962,965	117,166,575	117,977,588	123,672,281	566,814,594
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) . .						39,332,915
6 **Public support.** Subtract line 5 from line 4.						527,481,679

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4. .	92,035,185	115,962,965	117,166,575	117,977,588	123,672,281	566,814,594
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . .	7,559,855	9,835,395	9,140,050	7,038,271	6,892,651	40,466,222
9 Net income from unrelated business activities, whether or not the business is regularly carried on. .						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). .	3,669,808	1,477,847	24,109,677	5,428,036	575,893	35,261,261
11 **Total support.** Add lines 7 through 10						642,542,077

12 Gross receipts from related activities, etc. (see instructions) **12** 33,368,839

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2021 (line 6, column (f) divided by line 11, column (f)) . . . . **14** 82.090 %

15 Public support percentage for 2020 Schedule A, Part II, line 14 . . . . **15** 82.780 %

16a **33 1/3% support test—2021.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶ ☑

b **33 1/3% support test—2020.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶ ☐

17a **10%-facts-and-circumstances test—2021.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . ▶ ☐

b **10%-facts-and-circumstances test—2020.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . ▶ ☐

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf . . .						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year.						
c Add lines 7a and 7b. .						
8 **Public support.** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
9 Amounts from line 6. . .						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . .						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .						
13 **Total support.** (Add lines 9, 10c, 11, and 12.). .						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2021 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2020 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2021** (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from **2020** Schedule A, Part III, line 17	18	

19a **33 1/3% support tests—2021.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶☐

b **33 1/3% support tests—2020.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶☐

20 **Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions . . . . ▶☐

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, of Part I, complete Sections A and B. If you checked box 12b, of Part I, complete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you checked box 12d, of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

			Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? *If "No," describe in **Part VI** how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.*	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).*	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer lines 3b and 3c below.*	3a		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? *If "Yes," describe in **Part VI** when and how the organization made the determination.*	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in **Part VI** what controls the organization put in place to ensure such use.*	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.*	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *If "Yes," describe in **Part VI** how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.*	4b		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? *If "Yes," explain in **Part VI** what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.*	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? *If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in **Part VI,** including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).*	5a		
b	**Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?	5b		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? *If "Yes," provide detail in **Part VI.***	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? *If "Yes," complete Part I of Schedule L (Form 990) .*	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).*	8		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? *If "Yes," provide detail in **Part VI.***	9a		
b	Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in **Part VI.***	9b		
c	Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? *If "Yes," provide detail in **Part VI.***	9c		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? *If "Yes," answer line 10b below.*	10a		
b	Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).*	10b		

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

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

a ☐ The organization satisfied the Activities Test. Complete **line 2** below.

b ☐ The organization is the parent of each of its supported organizations. Complete **line 3** below.

c ☐ The organization supported a governmental entity. Describe in **Part VI** how you supported a government entity (see instructions)

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

			Yes	No
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in* ***Part VI identify those supported organizations and explain*** *how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*	2a		
b	Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in* ***Part VI*** *the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*	2b		
3	Parent of Supported Organizations. **Answer lines 3a and 3b below.**			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations?*If "Yes" or "No", provide details in* ***Part VI.***	3a		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in* ***Part VI.*** *the role played by the organization in this regard.*	3b		

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

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

	Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	**Adjusted Net Income** (subtract lines 5, 6 and 7 from line 4)	8		

	Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1		
a	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
c	Fair market value of other non-exempt-use assets	1c		
d	**Total** (add lines 1a, 1b, and 1c)	1d		
e	**Discount** claimed for blockage or other factors (*explain in detail in* ***Part VI***):			
2	Acquisition indebtedness applicable to non-exempt use assets	2		
3	Subtract line 2 from line 1d	3		
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 0.035	6		
7	Recoveries of prior-year distributions	7		
8	**Minimum Asset Amount** (add line 7 to line 6)	8		

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

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

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

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	**1**	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	**2**	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	**3**	
4 Amounts paid to acquire exempt-use assets	**4**	
5 Qualified set-aside amounts (*prior IRS approval required - provide details in **Part VI***)	**5**	
6 Other distributions (*describe in **Part VI***). See instructions	**6**	
7 **Total annual distributions.** Add lines 1 through 6.	**7**	
8 Distributions to attentive supported organizations to which the organization is responsive (*provide details in **Part VI***). See instructions	**8**	
9 Distributable amount for 2021 from Section C, line 6	**9**	
10 Line 8 amount divided by Line 9 amount	**10**	

Section E - Distribution Allocations (see instructions)	**(i)** Excess Distributions	**(ii)** Underdistributions Pre-2021	**(iii)** Distributable Amount for 2021
1 Distributable amount for 2021 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2021 (reasonable cause required-- *explain in **Part VI***). See instructions.			
3 Excess distributions carryover, if any, to 2021:			
a From 2016.			
b From 2017.			
c From 2018.			
d From 2019.			
e From 2020.			
f **Total** of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2021 distributable amount			
i Carryover from 2016 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2021 from Section D, line 7: $			
a Applied to underdistributions of prior years			
b Applied to 2021 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, *explain in **Part VI***. See instructions.			
6 Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, *explain in **Part VI***. See instructions.			
7 **Excess distributions carryover to 2022.** Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2017.			
b Excess from 2018.			
c Excess from 2019.			
d Excess from 2020.			
e Excess from 2021.			

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

Facts And Circumstances Test

Return Reference	Explanation
SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME:	LITIGATION RECOVERIES - 2017 AMOUNT: $ 2,766,160. 2018 AMOUNT: $ 107,409. 2019 AMOUNT: $ 23,080,728. 2020 AMOUNT: $ 4,740,405. 2021 AMOUNT: $ 3,586. SPECIAL EVENTS - 2017 AMOUNT: $ 314,335. 2018 AMOUNT: $ 385,170. 2019 AMOUNT: $ 70,350. 2020 AMOUNT: $ 65,245. 2021 AMOUNT: $ 149,918. LIST RENTAL - 2017 AMOUNT: $ 206,376. 2018 AMOUNT: $ 151,371. 2019 AMOUNT: $ 166,240. 2020 AMOUNT: $ 144,298. 2021 AMOUNT: $ 157,837. INSURANCE RECOVERIES - 2017 AMOUNT: $ 115,426. 2018 AMOUNT: $ 595,893. 2019 AMOUNT: $ 118,396. 2020 AMOUNT: $ 106,811. 2021 AMOUNT: $ 85,412. MISCELLANEOUS - 2017 AMOUNT: $ 253,661. 2018 AMOUNT: $ 226,254. 2019 AMOUNT: $ 624,933. 2020 AMOUNT: $ 340,694. 2021 AMOUNT: $ 121,120. SPONSORSHIP - 2017 AMOUNT: $ 13,850. 2018 AMOUNT: $ 11,750. 2019 AMOUNT: $ 49,030. 2020 AMOUNT: $ 30,583. 2021 AMOUNT: $ 58,020.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE C (Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

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

OMB No. 1545-0047

2021

Open to Public Inspection

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

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

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

Name of the organization
NATIONAL AUDUBON SOCIETY INC

Employer identification number
13-1624102

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				
2				
3				
4				
5				
6				

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

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

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

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

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

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

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

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

Lobbying Expenditures During 4-Year Averaging Period

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

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

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

		(a) Yes	(a) No	(b) Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?		No	
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?		No	
c	Media advertisements?		No	
d	Mailings to members, legislators, or the public?		No	
e	Publications, or published or broadcast statements?		No	
f	Grants to other organizations for lobbying purposes?		No	
g	Direct contact with legislators, their staffs, government officials, or a legislative body?	Yes		997,775
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		No	
i	Other activities?	Yes		311,130
j	Total. Add lines 1c through 1i			1,308,905
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		No	
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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

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

Part IV Supplemental Information

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

Return Reference	Explanation
PART II-B, LINE 1:	AUDUBON'S LOBBYING ACTIVITIES INCLUDE MEETING WITH FEDERAL, STATE AND LOCAL GOVERNMENT OFFICIALS, DISTRIBUTING MATERIAL THROUGH VARIOUS MEDIA INCLUDING AUDUBON'S WEBSITE, E-MAIL, TEXT MESSAGING, AND SOCIAL MEDIA CHANNELS TO THE GENERAL PUBLIC ON ENVIRONMENTAL ISSUES, AND WORKING WITH OUTSIDE CONSULTANTS TO DEVELOP STRATEGIES TO INFLUENCE LEGISLATION.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

OMB No. 1545-0047
2021
Open to Public Inspection

Name of the organization	Employer identification number
NATIONAL AUDUBON SOCIETY INC	13-1624102

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

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

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

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

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

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

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

			Held at the End of the Year
a	Total number of conservation easements	2a	26
b	Total acreage restricted by conservation easements	2b	6,053.00
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ 0

4 Number of states where property subject to conservation easement is located ▶ 8

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 ▶ 41.00

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ $ 67

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 ▶ $ 6,155

(ii) Assets included in Form 990, Part X ▶ $ 425,753

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

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

b Assets included in Form 990, Part X ▶ $

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

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

a ☑ Public exhibition
b ☐ Scholarly research
c ☐ Preservation for future generations
d ☐ Loan or exchange programs
e ☐ Other ....

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?. . . ☐ Yes ☑ No

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

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? . . . . ☐ Yes ☑ No

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

			Amount
c	Beginning balance	1c	
d	Additions during the year	1d	
e	Distributions during the year	1e	
f	Ending balance	1f	

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

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

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

		(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a	Beginning of year balance	232,436,038	191,952,355	202,857,571	202,859,931	195,569,105
b	Contributions . . .	302,563	1,018,035	1,204,389	5,220,299	2,570,134
c	Net investment earnings, gains, and losses	-25,752,217	45,052,992	-2,796,019	2,739,237	13,541,813
d	Grants or scholarships . . .	22,848	22,824	22,620	24,264	32,148
e	Other expenditures for facilities and programs . . .	6,020,987	5,564,520	9,290,966	7,937,632	8,788,973
f	Administrative expenses					
g	End of year balance	200,942,549	232,436,038	191,952,355	202,857,571	202,859,931

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

a Board designated or quasi-endowment ▶ 15.100 %

b Permanent endowment ▶ 55.060 %

c Term endowment ▶ 29.840 %

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

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

			Yes	No
	(i) Unrelated organizations	3a(i)	Yes	
	(ii) Related organizations	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		102,624,197		102,624,197
b	Buildings		53,078,931	27,535,878	25,543,053
c	Leasehold improvements		23,079,862	13,490,621	9,589,241
d	Equipment		13,058,984	11,298,698	1,760,286
e	Other		5,151,128		5,151,128

Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶ 144,667,905

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) EQUITIES	83,317,920	F
(B) PRIVATE EQUITY	60,991,227	F
(C) BENEFICIAL INTEREST IN TRUSTS	37,060,292	F
(D) FIXED INCOME	34,336,516	F
(E) COMMON TRUST FUNDS	8,602,132	F
(F) REAL ASSETS	5,171,749	F
(F)		
(G)		
(H)		
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 12.)* ▶	229,479,836	

Part VIII Investments - Program Related.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 13.)* ▶		

Part IX Other Assets.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

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

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	8,076,243

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII ☑

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements			1	105,833,254
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	-38,093,539		
b	Donated services and use of facilities	2b	4,905,353		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d	-10,796,887		
e	Add lines **2a** through **2d**			2e	-43,985,073
3	Subtract line **2e** from line **1**			3	149,818,327
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	716,911		
b	Other (Describe in Part XIII.)	4b	-489,747		
c	Add lines **4a** and **4b**			4c	227,164
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	150,045,491

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	147,670,058
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a	2,473,685		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d	-574,736		
e	Add lines **2a** through **2d**			2e	1,898,949
3	Subtract line **2e** from line **1**			3	145,771,109
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	716,911		
b	Other (Describe in Part XIII.)	4b	-489,747		
c	Add lines **4a** and **4b**			4c	227,164
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	145,998,273

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 II, LINE 5:	HOW THE ORGANIZATION REPORTS CONSERVATION EASEMENTS: AUDUBON HAS WRITTEN POLICIES AND PROCEDURES FOR ACQUISITION, MONITORING AND ENFORCING CONSERVATION EASEMENTS. THESE POLICIES INCLUDED MEETING WITH THE LANDOWNERS, SITE REVIEWS, COMPLETION OF QUESTIONNAIRES TO ENSURE THE LANDOWNER COMPLIANCE, ANNUAL INSPECTIONS, ASSIGNMENT OF STAFF, AND BOARD APPROVAL OF SIGNIFICANT ITEMS.
PART II, LINE 9:	AUDUBON RECORDS THE ACQUISITION OF EASEMENTS AND SANCTUARIES AT COST WHEN PURCHASED AND FAIR MARKET VALUE WHEN DONATED.
PART III, LINE 4:	ARTWORK: FROM TIME TO TIME AUDUBON RECEIVES ARTWORK RELEVANT TO OUR MISSION, SUCH AS DRAWINGS AND ILLUSTRATIONS OF BIRDS, AND DISPLAYS SUCH ART IN VARIOUS AUDUBON CENTERS AND SANCTUARIES. IN THE YEAR ENDING JUNE 30, 2022, AUDUBON RECEIVED $6,155 IN DONATED ARTWORK. THE ARTWORK WAS NOT CAPITALIZED AS THE INDIVIDUAL ARTWORK WAS LESS THAN $5,000.
PART IV, LINE 2B:	FUNDS HELD FOR OTHERS: AUDUBON HOLDS APPROXIMATELY $4,716,000 IN AGENCY FUNDS FOR OTHER ORGANIZATIONS. THESE AMOUNTS HAVE BEEN RECORDED IN PART X ON THE BALANCE SHEET.
PART V, LINE 4:	INTENDED USE OF ENDOWMENT FUNDS: THE ENDOWMENT FUNDS ARE FUNDS RESTRICTED BY DONORS OR DESIGNATED BY THE BOARD TO BE HELD IN PERPETUITY OR TO BE USED WITH ONLY BOARD APPROVAL. THE BOARD HAS ESTABLISHED BUDGETED SPENDING LIMITS FOR SPECIFIC ENDOWMENT FUNDS; 2%, 3% OR 4.5% OF THE AVERAGE OF THE ROLLING FIVE YEAR MARKET VALUES, SUBJECT TO LIMITATIONS WHERE APPLICABLE UNDER DONOR RESTRICTIONS OR REGULATORY REQUIREMENTS. THESE FUNDS ARE USED TO FURTHER AUDUBON'S MISSION. THE AMOUNTS REPORTED IN SCHEDULE D, PART V, LINE 4 ALSO INCLUDE THE VALUE OF LAND HELD BY THE ENDOWMENT WORTH $10,295,373.
PART X, LINE 2:	NATIONAL AUDUBON SOCIETY, INC. IS EXEMPT FROM INCOME TAX UNDER IRC SECTION 501(C)(3), THOUGH IT IS SUBJECT TO TAX ON INCOME UNRELATED TO ITS EXEMPT PURPOSE, UNLESS THAT INCOME IS OTHERWISE EXCLUDED BY THE IRC. AUDUBON FOLLOWS GUIDANCE THAT CLARIFIES THE ACCOUNTING FOR UNCERTAINTY IN TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN, INCLUDING ISSUES RELATING TO FINANCIAL STATEMENT RECOGNITION AND MEASUREMENT. THIS GUIDANCE PROVIDES THAT THE TAX EFFECTS FROM AN UNCERTAIN TAX POSITION CAN ONLY BE RECOGNIZED IN THE CONSOLIDATED FINANCIAL STATEMENTS IF THE POSITION IS MORE LIKELY THAN NOT TO BE SUSTAINED IF THE POSITION WERE TO BE CHALLENGED BY A TAXING AUTHORITY. THE ASSESSMENT OF THE TAX POSITION IS BASED SOLELY ON THE TECHNICAL MERITS OF THE POSITION, WITHOUT REGARD TO THE LIKELIHOOD THAT THE TAX POSITION MAY BE CHALLENGED. AUDUBON HAS CALCULATED AN INCOME TAX PROVISION THAT IS IMMATERIAL FOR CONSOLIDATED FINANCIAL STATEMENT PURPOSES. AUDUBON HAS PROCESSES PRESENTLY IN PLACE TO ENSURE THE MAINTENANCE OF ITS TAX-EXEMPT STATUS; TO IDENTIFY AND REPORT UNRELATED INCOME; TO DETERMINE ITS FILING AND TAX OBLIGATIONS IN JURISDICTIONS FOR WHICH IT HAS NEXUS; AND TO IDENTIFY AND EVALUATE OTHER MATTERS THAT MAY BE CONSIDERED TAX POSITIONS. AUDUBON HAS DETERMINED THAT THERE ARE NO MATERIAL UNCERTAIN TAX POSITIONS THAT REQUIRE RECOGNITION OR DISCLOSURE IN THE CONSOLIDATED FINANCIAL STATEMENTS.
PART XI, LINE 2D - OTHER ADJUSTMENTS:	CHANGE IN VALUE OF CHARITABLE TRUSTS -9,985,667. PENSION AND POSTRETIREMENT RELATED CHANGES -417,443. CHARITABLE TRUST ADDITIONS 180,959. RECLASSIFICATION OF ROYALTY EXPENSES -574,736.
PART XI, LINE 4B - OTHER ADJUSTMENTS:	RECLASSIFICATION OF SPECIAL EVENT EXPENSES -489,747.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	RECLASSIFICATION OF ROYALTY EXPENSES -574,736.
PART XII, LINE 4B - OTHER ADJUSTMENTS:	RECLASSIFICATION OF SPECIAL EVENT EXPENSES -489,747.
FORM 990, SCHEDULE D, PARTS XI AND XII	AUDUBON DOES NOT RECEIVE STANDALONE FINANCIAL STATEMENTS; ITS OPERATIONS ARE CONSOLIDATED WITH ITS AFFILIATED ORGANIZATION, NATIONAL AUDUBON SOCIETY ACTION FUND. THE PARTS XI AND XII RECONCILIATION ON SCHEDULE D TIE BACK TO AUDUBON'S FINANCIAL INFORMATION WITHIN THE AUDITED FINANCIAL STATEMENTS AND NOT TO THE CONSOLIDATED NUMBERS.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.
▶ Attach to Form 990.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
NATIONAL AUDUBON SOCIETY INC

Employer identification number
13-1624102

Part I **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

1 **For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . ☑ **Yes** ☐ **No**

2 **For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

3 Activites per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

	(a) Region	**(b)** Number of offices in the region	**(c)** Number of employees, agents, and independent contractors in the region	**(d)** Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	**(e)** If activity listed in (d) is a program service, describe specific type of service(s) in the region	**(f)** Total expenditures for and investments in the region
(1)	CENTRAL AMERICA AND THE CARIBBEAN	0	4	GRANTMAKING		86,000
(2)	SOUTH AMERICA	1	11	GRANTMAKING		17,000
(3)	NORTH AMERICA	0	0	GRANTMAKING		8,500
(4)	CENTRAL AMERICA AND THE CARIBBEAN	0	0	INVESTMENTS		33,620,933
(5)	EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	INVESTMENTS		2,345,727
(6)						
(7)						
(8)						
(9)						
(10)						
(11)						
(12)						
(13)						
(14)						
(15)						
(16)						
(17)						
3a	Sub-total	1	15			36,078,160
b	Total from continuation sheets to Part I . . .	0	0			0
c	**Totals** (add lines 3a and 3b)	1	15			36,078,160

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than $5,000. Part II can be duplicated if additional space is needed.

1	**(a)** Name of organization	**(b)** IRS code section and EIN (if applicable)	**(c)** Region	**(d)** Purpose of grant	**(e)** Amount of cash grant	**(f)** Manner of cash disbursement	**(g)** Amount of noncash assistance	**(h)** Description of noncash assistance	**(i)** Method of valuation (book, FMV, appraisal, other)
(1)			CENTRAL AMERICA & THE CARIBBEAN	GENERAL SUPPORT	78,000	WIRE TRANSFER	0		
(2)			CENTRAL AMERICA & THE CARIBBEAN	GENERAL SUPPORT	8,000	WIRE TRANSFER	0		
(3)			SOUTH AMERICA	GENERAL SUPPORT	7,000	WIRE TRANSFER	0		
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . ▶ 2

3 Enter total number of other organizations or entities . . . . ▶ 1

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16. Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* . . . . ☑ Yes ☐ No

2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* . . . . ☐ Yes ☑ No

3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)* . . . . ☑ Yes ☐ No

4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* . ☑ Yes ☐ No

5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* . . . . ☑ Yes ☐ No

6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).* . . . . ☐ Yes ☑ No

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

ReturnReference	Explanation
PART I, LINE 2:	PROCEDURE FOR MONITORING GRANTS OUTSIDE THE US: AUDUBON WORKS WITH NOT-FOR-PROFITS, GOVERNMENT AND MULTI-LATERAL AGENCIES AND CONSULTANTS THROUGHOUT THE AMERICAS TO ENSURE CONSERVATION ACTIONS ARE INCLUDED IN DEVELOPMENT PLANS INTEGRATING SOCIETAL, ECONOMIC AND BIODIVERSITY NEEDS TO STEM THE LOSS OF HABITATS WHILE IMPROVING PEOPLE'S LIVES. DURING THE PAST TWO YEARS, AUDUBON HAS RECEIVED PUBLIC FUNDING FROM THE USFWS FOR WORK IN COLOMBIA AND CHILE, STATE WILDLIFE AGENCIES AND THE GOVERNMENT OF CANADA FOR WORK IN BAHAMAS AND THE INTER-AMERICAN DEVELOPMENT BANK FOR WORK IN PANAMA, ALONG WITH PRIVATE GRANTS TO SUPPORT THIS WORK. IN ADDITION, AUDUBON ESTABLISHED AN OFFICE IN COLOMBIA IN 2017 TO BETTER SUPPORT OUR IN-COUNTRY AND REGIONAL CONSERVATION WORK.
PART III ACCOUNTING METHOD:	
FORM 990, SCHEDULE F, PART IV	AUDUBON INVESTS IN DOMESTIC AND FOREIGN INVESTMENT VEHICLES THAT MAY OWN AN INTEREST IN A FOREIGN CORPORATION, PASSIVE FOREIGN INVESTMENT COMPANY, OR FOREIGN PARTNERSHIP. NEVERTHELESS, AUDUBON'S INVESTMENT ACTIVITIES MAY NOT REACH THE THRESHOLDS REQUIRED FOR FILING THE FORMS 926, 5471, 8621 OR 8865. TO THE EXTENT SUCH A FORM WAS COMPLETED, IT HAS BEEN FILED WITH THE ORGANIZATION'S FORM 990-T.

Additional Data

Software ID:

Software Version:

SCHEDULE G (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

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

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
NATIONAL AUDUBON SOCIETY INC

Employer identification number
13-1624102

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

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

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

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

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

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions? Yes	No	(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
1 STAGECOACH DIGITAL 44 BOOTH ST BURLINGTON, VT 05401	COUNSEL		No	0	1,066,135	-1,066,135
2 O'BRIEN GARRETT 1133 19TH ST NW WASHINGTON, DC 20036	COUNSEL		No	0	628,766	-628,766
3 CAUSEWORX 2 MCNAMARA CT AJAX ONTARIO, CA L1T 4W6	SOLICITOR		No	0	228,147	-228,147
4 INTEGRAL PO BOX 33091 WASHINGTON, DC 20033	COUNSEL		No	0	216,000	-216,000
5 ALLEGIANCE FUND GROUP 2300 CLARENDON BLVD ARLINGTON, VA 22201	COUNSEL		No	0	156,000	-156,000
6 BRIDGE PHILANTHROPIC CONSULT 311 W 43RD ST NEW YORK, NY 10036	COUNSEL		No	0	67,964	-67,964
7 THE STEIER GROUP 10844 OLD MILL RD OMAHA, NE 68154	COUNSEL		No	0	45,755	-45,755
8 PS 314 28351 AGOURA RD AGOURA HILLS, CA 91301	COUNSEL		No	0	30,000	-30,000
9 THE COMPASS GROUP 2961-A-HUNTER MILL RD OAKTON, VA 22124	COUNSEL		No	0	40,000	-40,000
10 DANOSKY & ASSOCIATES PO BOX 1225 NEW MILFORD, CT 06776	COUNSEL		No	0	13,500	-13,500
Total . . . . ▶					2,492,267	-2,492,267

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

AL, AK, AR, CA, CO, CT, DC, FL, GA, HI, IL, IN, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, NV, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, TN, UT, VA, WA, WV, WI

Part II **Fundraising Events.** Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than $15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than $5,000.

		(a) Event #1 LEADERSHIP (event type)	(b) Event #2 CONSERVATION (event type)	(c) Other events 18 (total number)	(d) Total events (add col. (a) through col. (c))
Revenue	1 Gross receipts	413,661	237,230	849,242	1,500,133
	2 Less: Contributions	386,861	215,250	748,104	1,350,215
	3 Gross income (line 1 minus line 2)	26,800	21,980	101,138	149,918
Direct Expenses	4 Cash prizes				
	5 Noncash prizes	54		7,516	7,570
	6 Rent/facility costs	1,423	2,228	43,958	47,609
	7 Food and beverages		43,940	55,016	98,956
	8 Entertainment	5,500	9,500	48,530	63,530
	9 Other direct expenses	45,270	60,475	166,337	272,082
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				489,747
	11 Net income summary. Subtract line 10 from line 3, column (d) ▶				-339,829

Part III **Gaming.** Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than $15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col.(a) through col.(c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes ______ % ☐ No	☐ Yes ______ % ☐ No	☐ Yes ______ % ☐ No	
	7 Direct expense summary. Add lines 2 through 5 in column (d) ▶				
	8 Net gaming income summary. Subtract line 7 from line 1, column (d) ▶				

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

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

b If "No," explain: ____________

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

b If "Yes," explain: ____________

11 Does the organization conduct gaming activities with nonmembers? . . . . ☐ **Yes** ☐ **No**

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? . . . . ☐ **Yes** ☐ **No**

13 Indicate the percentage of gaming activity conducted in:

a	The organization's facility	**13a**	%
b	An outside facility	**13b**	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ --

Address ▶ --

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? . . . . ☐ **Yes** ☐ **No**

b If "Yes," enter the amount of gaming revenue received by the organization ▶ $ ____________ and the amount of gaming revenue retained by the third party ▶ $ ____________.

c If "Yes," enter name and address of the third party:

Name ▶ --

Address ▶ --

16 Gaming manager information:

Name ▶ --

Gaming manager compensation ▶ $ ------------------------

Description of services provided ▶ --

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions:

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? . . . . ☐ Yes ☐ No

b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ $

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

Return Reference	Explanation
FORM 990, SCHEDULE G, PART I	AUDUBON ENGAGES FUNDRAISING CONSULTANTS TO ADVISE THE SOCIETY ON ASPECTS OF VARIOUS METHODS OF SOLICITING DONORS, BUT NOT TO SOLICIT FUNDS DIRECTLY. AS A RESULT, IT IS NOT POSSIBLE TO DETERMINE HOW MUCH EACH SPECIFIC FUNDRAISER RAISED ON ITS BEHALF; ACCORDINGLY, IN SCHEDULE G, THE SOCIETY IS LEAVING PART I, COLUMN (IV) BLANK.
FORM 990, SCHEDULE G, PART I, LINE 3	AUDUBON SOLICITS CONTRIBUTIONS IN ALL 50 STATES. THE STATES LISTED ON SCHEDULE G, PART I, SECTION 3, REPRESENT THOSE STATES THAT REQUIRE REGISTRATION.

Additional Data

Return to Form

Software ID:

Software Version:

Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

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

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

OMB No. 1545-0047
2021
Open to Public Inspection

Name of the organization
NATIONAL AUDUBON SOCIETY INC

Employer identification number
13-1624102

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . ☑ Yes ☐ No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than $5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) ALABAMA AUDUBON 3720 4TH AVE SOUTH 2ND FL BIRMINGHAM,AL 35222	51-0198925	501(C)(3)	238,441	0			GENERAL SUPPORT
(2) BUENA VISTA AUDUBON SOCIETY PO BOX 480 OCEANSIDE,CA 920490480	23-7202749	501(C)(3)	194,366	0			GENERAL SUPPORT
(3) BIRDSBELIEF INC PO BOX 1461 NORTHPORT,AL 35476	86-2050331	501(C)(3)	150,000	0			GENERAL SUPPORT
(4) OREGON STATE UNIVERSITY 8312 KERR ADMINISTRATION BLDG CORVALLIS,OR 973312140	61-1738060	501(C)(3)	140,200	0			GENERAL SUPPORT
(5) SAN DIEGO AUDUBON SOCIETY 4010 MORENA BLVD SUITE 100 SAN DIEGO,CA 92117	95-6100273	501(C)(3)	138,861	0			GENERAL SUPPORT
(6) PICKERING CREEK AUDUBON CENTER 11450 AUDUBON LANE EASTON,MD 21601	52-1038833	501(C)(3)	92,456	0			GENERAL SUPPORT
(7) PROSPECT PARK ALLIANCE 95 PROSPECT PARK WEST BROOKLYN,NY 11215	11-2843763	501(C)(3)	80,000	0			GENERAL SUPPORT
(8) CITY OF ORANGE BEACH ATTN FORD HARDLEY PO BOX 458 ORANGE BEACH,AL 36561	63-0888669	GOV'T	76,797	0			GENERAL SUPPORT
(9) RASMUSSEN LEHMAN ...	46-0943558	501(C)(3)	58,662	0			GENERAL SUPPORT
(10) CALIFORNIA RICE COMMISSION ... SACRAMENTO,CA 95814	68-0436818	501(C)(6)	53,860	0			GENERAL SUPPORT
(11) SOUTH CAROLINA DEPARTMENT OF NATURAL RESOURCES PO BOX 167 COLUMBIA,SC 29202	57-6000386	GOV'T	50,000	0			GENERAL SUPPORT
(12) LOWER 9TH WARD CENTER FOR SUSTAINABLE ENGAGEMENT & DEVELOPMENT ... NEW ORLEANS,LA 70117	27-0183863	501(C)(3)	50,000	0			GENERAL SUPPORT
(13) CENTER FOR AQUATIC SCIENCES INC 1 RIVERSIDE DRIVE CAMDEN,NJ 08103	52-1647018	501(C)(3)	48,254	0			GENERAL SUPPORT
(14) THE COASTAL EXPEDITIONS FOUNDATION 514-B MILL STREET MOUNT PLEASANT,SC 29464	83-0870389	501(C)(3)	45,000	0			GENERAL SUPPORT
(15) SANGRAY DEVELOPMENT CORPORATION COMMUNITY DEVELOPMENT SERV ... EAST ST LOUIS,IL	20-0122259	501(C)(3)	40,000	0			GENERAL SUPPORT
(16) AUDUBON SOCIETY OF PORTLAND 5151 NW CORNELL RD PORTLAND,OR 97210	93-6026088	501(C)(3)	38,629	0			GENERAL SUPPORT
(17) THE NATURE CONSERVANCY 830 S STREET SACRAMENTO,CA 95811	53-0242652	501(C)(3)	31,145	0			GENERAL SUPPORT
(18) ALASKA WILDERNESS LEAGUE 122 C STREET NW STE 240 WASHINGTON,DC 20001	52-1814743	501(C)(3)	30,000	0			GENERAL SUPPORT
(19) WESTERN GOVERNORS' ASSOCIATION 1600 BROADWAY SUITE 1700 DENVER,CO 80202	84-0747227	GOV'T	30,000	0			GENERAL SUPPORT
(20) NORTH COUNTRY REAL ESTATE ... 3608 MORGAN CIRCLE BISMARCK,ND 58503	20-8536891	501(C)(3)	26,914	0			GENERAL SUPPORT
(21) MOREHOUSE MORGESKIN 830 WESTVIEW DRIVE SW ATLANTA,GA 30314	58-0566205	501(C)(3)	25,000	0			GENERAL SUPPORT
(22) WILD CONFLUENCE MEDIA LLC ... MARSHFIELD,VT 05658	81-4292632	501(C)(3)	24,500	0			GENERAL SUPPORT
(23) MONTANA AUDUBON SOCIETY PO BOX 595 HELENA,MT 59624	81-0413939	501(C)(3)	23,700	0			GENERAL SUPPORT
(24) NY TREE FARM PROGRAM INC ... WALTON,NY 13856	22-3497160	501(C)(3)	22,300	0			GENERAL SUPPORT
(25) UWCFC UNITED WAY OF COASTAL FAIRFIELD COUNTY 855 MAIN ST 10TH FL BRIDGEPORT,CT 06604	06-0864341	501(C)(3)	20,859	0			GENERAL SUPPORT
(26) NATIVE PEOPLES ACTION COMMUNITY FUND PO BOX 210924 ANCHORAGE,AK 99521	83-2072085	501(C)(3)	20,000	0			GENERAL SUPPORT
(27) ENVIRONMENT FOR THE AMERICAS 5171 ELDORADO SPRINGS DRIVE SUITE N BOULDER,CO 80303	20-0464470	501(C)(3)	20,000	0			GENERAL SUPPORT
(28) GEORGIA AUDUBON INC ATLANTA AUDUBON SOCIETY 4055 ROSWELL ROAD ATLANTA,GA 30342	58-1624323	501(C)(3)	18,774	0			GENERAL SUPPORT
(29) NEW YORK CITY AUDUBON SOCIETY INC 71 WEST 23RD ST STE 1523 NEW YORK,NY 10010	13-3057934	501(C)(3)	18,681	0			GENERAL SUPPORT
(30) SCHUYLKILL RIVER NATIONAL AND STATE HERITAGE AREA 140 COLLEGE DR POTTSTOWN,PA 19464	23-2048153	501(C)(3)	17,022	0			GENERAL SUPPORT
(31) BERKS NATURE 25 NORTH 11TH STREET READING,PA 19601	23-1966295	501(C)(3)	16,239	0			GENERAL SUPPORT
(32) DETROIT AUDUBON SOCIETY 4605 CASS AVENUE DETROIT,MI 48201	38-6004962	501(C)(3)	15,925	0			GENERAL SUPPORT
(33) TRAVIS AUDUBON SOCIETY 7712 CEDAR STREET BOX 1 AUSTIN,TX 78705	74-6064937	501(C)(3)	15,714	0			GENERAL SUPPORT
(34) GREEN LATINOS PO BOX 66217 WASHINGTON,DC 20035	26-3386082	501(C)(3)	15,000	0			GENERAL SUPPORT
(35) AMERICAN ORNITHOLOGICAL SOCIETY 1400 S LAKE SHORE DRIVE CHICAGO,IL 60605	72-0819246	501(C)(3)	15,000	0			GENERAL SUPPORT
(36) PEE DEE LAND TRUST PO BOX 1118 FLORENCE,SC 29503	57-1075947	501(C)(3)	14,518	0			GENERAL SUPPORT
(37) LAHONTAN AUDUBON SOCIETY PO BOX 2304 SPARKS,NV 89505	23-7181150	501(C)(3)	14,463	0			GENERAL SUPPORT
(38) COBBS CREEK COMMUNITY ENVIRONMENTAL EDUCATION CTR ATTN GEORGE AMBROSE 1803 GREEN HILL ROAD LANSDOWNE,PA 19050	23-2705536	501(C)(3)	14,235	0			GENERAL SUPPORT
(39) JOHN BARTRAM ASSOCIATION BARTRAMS GARDEN 54TH ST LINDENBERG BLVD PHILADELPHIA,PA 19143	23-7393771	501(C)(3)	14,235	0			GENERAL SUPPORT
(40) FAIRMOUNT WATER WORKS-INTERPRETIVE CENTER 640 WATERWORKS DRIVE PHILADELPHIA,PA 19130	91-1882472	501(C)(3)	14,235	0			GENERAL SUPPORT
(41) FRIENDS OF HEINZ REFUGE PO BOX 333 FOLCROFT,PA 19032	23-2889425	501(C)(3)	14,235	0			GENERAL SUPPORT
(42) SCHUYLKILL CENTER OF ENVIRONMENTAL EDUCATION 8480 HAGYS MILL ROAD PHILADELPHIA,PA 19128	23-1654975	501(C)(3)	14,235	0			GENERAL SUPPORT
(43) POCONO ENVIRONMENTAL EDUCATION CENTER 538 EMERY ROAD DINGMANS FERRY,PA 18328	23-2424742	501(C)(3)	14,235	0			GENERAL SUPPORT
(44) HERITAGE CONSERVANCY INC 85 OLD DUBLIN PIKE DOYLESTOWN,PA 18901	23-6296515	501(C)(3)	14,235	0			GENERAL SUPPORT
(45) D&R GREENWAY LAND TRUST INC ATTN LINDA MEAD ONE PRESERVATION PLACE PRINCETON,NJ 08540	22-3035836	501(C)(3)	14,235	0			GENERAL SUPPORT
(46) LEHIGH GAP NATURE CENTER PO BOX 198 SLATINGTON,PA 18080	22-2741693	501(C)(3)	14,235	0			GENERAL SUPPORT
(47) INDEPENDENCE SEAPORT MUSEUM ATTN JOHN BRADY 211 SOUTH COLUMBUS BLVD PHILADEPHIA,PA 19106	23-1584971	501(C)(3)	14,235	0			GENERAL SUPPORT
(48) GOLDEN EAGLE AUDUBON SOCIETY 536 N CONOVER STREET EAGLE,ID 83616	23-7349882	501(C)(3)	13,198	0			GENERAL SUPPORT
(49) SEA AND SAGE AUDUBON SOCIETY PO BOX 5447 IRVINE,CA 92616	23-7003681	501(C)(3)	12,769	0			GENERAL SUPPORT
(50) POTOMAC VALLEY AUDUBON SOCIETY PO BOX 578 SHEPHERDSTOWN,WV 25443	55-0626891	501(C)(3)	12,652	0			GENERAL SUPPORT
(51) AUDUBON SOCIETY OF NORTHERN VIRGINIA 11100 WILDLIFE CENTER DRIVE STE 100 RESTON,VA 20190	51-0248323	501(C)(3)	12,598	0			GENERAL SUPPORT
(52) NORTHEASTERN WISCONSIN AUDUBON SOCIETY PO BOX 1 GREEN BAY,WI 54305	23-7437037	501(C)(3)	12,581	0			GENERAL SUPPORT
(53) MANOMET INC PO BOX 1770 MANOMET,MA 023451770	22-3051362	501(C)(3)	12,486	0			GENERAL SUPPORT
(54) TOWN OF STRATFORD 2725 MAIN ST STRATFORD,CT 06615	06-6002103	GOV'T	12,090	0			GENERAL SUPPORT
(55) FLORIDA AUDUBON SOCIETY 4500 BISCAYNE BLVD 350 MIAMI,FL 33137	59-0245495	501(C)(3)	12,000	0			GENERAL SUPPORT
(56) GOLDEN GATE AUDUBON SOCIETY INC 2530 SAN PABLO AVENUE SUITE G BERKELEY,CA 94702	94-6086896	501(C)(3)	11,876	0			GENERAL SUPPORT
(57) LAND HEALTH INSTITUTE 3943 LANCASTER AVENUE PHILADELPHIA,PA 19104	46-2655132	501(C)(3)	11,500	0			GENERAL SUPPORT
(58) SEATTLE AUDUBON SOCIETY 8050 35TH AVE NE SEATTLE,WA 98115	91-6009716	501(C)(3)	10,932	0			GENERAL SUPPORT
(59) RUST COLLEGE 150 RUST AVENUE HOLLY SPRINGS,MS 38635	64-0303805	501(C)(3)	10,600	0			GENERAL SUPPORT
(60) CHICAGO AUDUBON SOCIETY 5801-C NORTH PULASKI ROAD CHICAGO,IL 60646	23-7245647	501(C)(3)	10,595	0			GENERAL SUPPORT
(61) NEW JERSEY CONSERVATION FOUNDATION ATTN JUSTIN DENNIS GATEWAY PARK 800 COOPER ST SUITE 201C CAMDEN,NJ 08102	22-6065456	501(C)(3)	10,284	0			GENERAL SUPPORT
(62) CONGRESSIONAL SPORTSMEN'S FOUNDATION 110 NORTH CAROLINA AVENUE SE WASHINGTON,DC 20003	52-1686163	501(C)(3)	10,000	0			GENERAL SUPPORT
(63) COASTAL STATES STEWARDSHIP FOUNDATON 50 F STREET NW SUITE 570 WASHINGSTON,DC 00001	20-2790697	501(C)(3)	10,000	0			GENERAL SUPPORT
(64) E O WILSON BIODIVERSITY FOUNDATION 300 BLACKWELL STREET SUITE 102 DURHAM,NC 27701	20-4547380	501(C)(3)	10,000	0			GENERAL SUPPORT
(65) WYOMING STOCK GROWERS ASSOCIATION 113 EAST 20TH STREET CHEYENNE,WY 82001	83-0157325	501(C)(5)	10,000	0			GENERAL SUPPORT
(66) THE TRUST FOR PUBLIC LAND 101 MONTGOMERY STREET SUITE 900 SAN FRANCISCO,CA 94105	23-7222333	501(C)(3)	10,000	0			GENERAL SUPPORT
(67) RENEWABLE ENERGY WILDLIFE INSTITUTE 1990 K STREET NW SUITE 620 WASHINGTON,DC 20006	26-1587829	501(C)(3)	10,000	0			GENERAL SUPPORT
(68) WYOMING OUTDOOR COUNCIL 262 LINCOLN ST LANDER,WY 82520	83-0259411	501(C)(3)	10,000	0			GENERAL SUPPORT
(69) NORTH DAKOTA GRAZING LANDS COALITION 1605 EAST CAPITOL AVENUE PO BOX 1091 BISMARCK,ND 58502	45-0455411	501(C)(3)	10,000	0			GENERAL SUPPORT
(70) TUCSON AUDUBON SOCIETY 738 N 5TH AVE STE 100 TUCSON,AZ 85705	86-6053779	501(C)(3)	9,847	0			GENERAL SUPPORT
(71) HOUSTON AUDUBON SOCIETY INC 440 WILCHESTER BOULEVARD HOUSTON,TX 77079	23-7011870	501(C)(3)	9,488	0			GENERAL SUPPORT
(72) RED ROCK AUDUBON SOCIETY PO BOX 96691 LAS VEGAS,NV 89193	88-0154994	501(C)(3)	9,113	0			GENERAL SUPPORT
(73) AUDUBON SOCIETY OF GREATER DENVER 9308 S WADSWORTH BLVD LITTLETON,CO 801286901	23-7063701	501(C)(3)	8,370	0			GENERAL SUPPORT
(74) CONNECTICUT AUDUBON SOCIETY INC 314 UNQUOWA RD FAIRFIELD,CT 06824	06-0653531	501(C)(3)	8,234	0			GENERAL SUPPORT
(75) SANTA CLARA VALLEY AUDUBON SOCIETY 22221 MCCLELLAN ROAD CUPERTINO,CA 95014	94-6081420	501(C)(3)	8,145	0			GENERAL SUPPORT
(76) WILDLANDS RESTORATION VOLUNTEERS 2100 COLLYER ST LONGMONT,CO 80501	46-0505155	501(C)(3)	8,000	0			GENERAL SUPPORT
(77) POMONA VALLEY AUDUBON SOCIETY WM KECK SCIENCE CTR 925 N MILLS AVE CLAREMONT,CA 91711	23-7050215	501(C)(3)	7,936	0			GENERAL SUPPORT
(78) MADISON AUDUBON SOCIETY INC 1400 EAST WASHIGNTON AVENUE MADISON,WI 53703	39-1393389	501(C)(3)	7,868	0			GENERAL SUPPORT
(79) AUDUBON SOCIETY OF WESTERN PENNSYLVANIA 614 DORSEYVILLE ROAD PITTSBURGH,PA 15238	25-1324559	501(C)(3)	7,857	0			GENERAL SUPPORT
(80) VALLEY FORGE AUDUBON SOCIETY 1201 PAWLINGS RD AUDUBON,PA 19403	23-7067359	501(C)(3)	7,849	0			GENERAL SUPPORT
(81) BUFFALO AUDUBON SOCIETY 1610 WELCH ROAD NORTH JAVA,NY 14113	16-6088768	501(C)(3)	7,673	0			GENERAL SUPPORT
(82) UNLV AUDUBON 4505 S MARYLAND PKWY LAS VEGAS,NV 89154	85-3064288		7,620	0			GENERAL SUPPORT
(83) SC TREE FARMS COMMITTEE 4901 BROAD RIVER ROAD COLUMBIA,SC 29212	56-2087360	501(C)(3)	7,449	0			GENERAL SUPPORT
(84) ARKANSAS VALLEY AUDUBON SOCIETY PO BOX 11187 PUEBLO,CO 81001	84-0767071	501(C)(3)	7,405	0			GENERAL SUPPORT
(85) SONORAN AUDUBON SOCIETY PO BOX 8068 GLENDALE,AZ 853128068	86-0963437	501(C)(3)	7,098	0			GENERAL SUPPORT
(86) SAND COUNTY FOUNDATION 131 W WILSON STREET SUITE 610 MADISON,WI 53703	39-6089450	501(C)(3)	7,000	0			GENERAL SUPPORT
(87) LYNN CANAL CONSERVATION PO BOX 964 HAINES,AK 99827	92-0131164	501(C)(3)	7,000	0			GENERAL SUPPORT
(88) COLUMBUS AUDUBON SOCIETY 505 W WHITTIER STREET COLUMBUS,OH 43215	23-7455976	501(C)(3)	6,841	0			GENERAL SUPPORT
(89) CHESAPEAKE AUDUBON SOCIETY INC PO BOX 3173 BALTIMORE,MD 21228	52-1038833	501(C)(3)	6,831	0			GENERAL SUPPORT
(90) AUDUBON CHAPTER OF MINNEAPOLIS PO BOX 3801 MINNEAPOLIS,MN 55403	41-6029296	501(C)(3)	6,776	0			GENERAL SUPPORT
(91) MOREHOUSE COLLEGE 830 WESTVIEW DRIVE ATLANTA,GA 30314	58-0566205	501(C)(3)	6,775	0			GENERAL SUPPORT
(92) EASTSIDE AUDUBON SOCIETY PO BOX 3115 KIRKLAND,WA 98083	91-1123007	501(C)(3)	6,676	0			GENERAL SUPPORT
(93) ST LOUIS AUDUBON SOCIETY 2728 LAKEPORT DRIVE MARYLAND HEIGHTS,MO 63043	43-6052063	501(C)(3)	6,592	0			GENERAL SUPPORT
(94) MARICOPA AUDUBON SOCIETY 13585 N 92ND PLACE SCOTTSDALE,AZ 85260	86-6040458	501(C)(3)	6,258	0			GENERAL SUPPORT
(95) SACRAMENTO AUDUBON SOCIETY PO BOX 160694 SACRAMENTO,CA 95816	94-1615830	501(C)(3)	6,241	0			GENERAL SUPPORT
(96) ST PAUL AUDUBON SOCIETY PO BOX 7275 ST PAUL,MN 551077275	23-7024404	501(C)(3)	6,182	0			GENERAL SUPPORT
(97) LAKE COUNTY AUDUBON SOCIETY PO BOX 332 LIBERTYVILLE,IL 60048	27-3651365	501(C)(3)	6,087	0			GENERAL SUPPORT
(98) BURROUGHS AUDUBON SOCIETY OF GREATER KANSAS CITY ATTN CONSERVATION 7300 WEST PARK ROAD BLUE SPRINGS,MO 64015	23-7211916	501(C)(3)	5,800	0			GENERAL SUPPORT
(99) AMOS W BUTLER AUDUBON SOCIETY PO BOX 80024 INDIANAPOLIS,IN 46280	23-7253434	501(C)(3)	5,709	0			GENERAL SUPPORT
(100) WATERSHED INSTITUTE INC 31 TITUS MILL RD PENNINGTON,NJ 08534	21-0649717	501(C)(3)	5,574	0			GENERAL SUPPORT
(101) THE SCHUYLKILL CENTER FOR ENVIRONMENTAL EDUCATION ATTN JOANNE DONHUE 8480 HAGYS MILL ROAD PHILADELPHIA,PA 19128	23-1654975	501(C)(3)	5,549	0			GENERAL SUPPORT
(102) MADRONE AUDUBON SOCIETY PO BOX 1911 SANTA ROSA,CA 95402	94-6172986	501(C)(3)	5,461	0			GENERAL SUPPORT
(103) ORANGE AUDUBON SOCIETY PO BOX 941142 MAITLAND,FL 327941142	59-6182031	501(C)(3)	5,405	0			GENERAL SUPPORT
(104) SAN FERNANDO VALLEY AUDUBON SOCIETY PO BOX 7769 VAN NUYS,CA 914097769	95-1856339	501(C)(3)	5,364	0			GENERAL SUPPORT
(105) ONONDAGA AUDUBON SOCIETY INC PO BOX 460 SYRACUSE,NY 13201	23-7037547	501(C)(3)	5,223	0			GENERAL SUPPORT
(106) AUDUBON SOCIETY OF OHIO 3398 W GALBRAITH ROAD CINCINNATI,OH 45239	31-6037851	501(C)(3)	5,190	0			GENERAL SUPPORT
(107) NATIVE PLANT TRUST INC 180 HEMENWAY ROAD FRAMINGHAM,MA 01701	04-2104768	501(C)(3)	5,144	0			GENERAL SUPPORT
(108) LOS ANGELES AUDUBON SOCIETY PO BOX 931057 LOS ANGELES,CA 90093	95-6093704	501(C)(3)	5,081	0			GENERAL SUPPORT
(109) SOUTH FLORIDA AUDUBON SOCIETY 10871 W CLAIRMONT CIRCLE TAMARAC,FL 333215806	59-6196137	501(C)(3)	5,074	0			GENERAL SUPPORT
(110) DUVAL AUDUBON SOCIETY PO BOX 16304 JACKSONVILLE,FL 32245	59-1772426	501(C)(3)	5,063	0			GENERAL SUPPORT
(111) WEST VOLUSIA AUDUBON SOCIETY PO BOX 1268 DELAND,FL 32721	59-3236177	501(C)(3)	5,040	0			GENERAL SUPPORT

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . ▶ 105

3 Enter total number of other organizations listed in the line 1 table . . . ▶ 6

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) AWARDS/APPRECIATION	27	16,633			
(2) GRANTS/SCHOLARSHIPS	46	131,496			
(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:	THE PROGRAM DEPARTMENT IS RESPONSIBLE FOR SELECTING THE RECIPIENTS OF GRANTS, CREATING A GRANT AGREEMENT AND TRAINING GRANTEES WITH RESPECT TO PROGRAM REQUIREMENTS. GRANTEES ARE REQUIRED TO SUBMIT FINANCIAL AND PROGRAM REPORTS ON A TIMELY BASIS TO PARTICIPATE IN AN EVALUATION PROCESS.

Additional Data

Return to Form

Software ID:
Software Version:

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
NATIONAL AUDUBON SOCIETY INC

Employer identification number
13-1624102

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☑ First-class or charter travel ☐ Travel for companions ☐ Tax idemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e.g., maid, chauffeur, chef)			
b	If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	**1b**	Yes	
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?	**2**	Yes	
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. ☑ Compensation committee ☐ Independent compensation consultant ☑ Form 990 of other organizations ☐ Written employment contract ☑ Compensation survey or study ☑ Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
a	Receive a severance payment or change-of-control payment?	**4a**	Yes	
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.	**4c**		No
	Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:			
a	The organization?	**5a**		No
b	Any related organization? . . . . If "Yes," on line 5a or 5b, describe in Part III.	**5b**		No
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:			
a	The organization?	**6a**		No
b	Any related organization? . . . . If "Yes," on line 6a or 6b, describe in Part III.	**6b**		No
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**	Yes	
8	Were any amounts reported on Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	**8**		No
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	**9**		

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC (i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
1 DAVID M YARNOLD - PRESIDENT (THRU 01/21) & CEO (THRU 05/21)	(i)	437,714	160,000	301,166	368,739	8,554	1,276,173	0
	(ii)	0	0	0	0	0	0	0
2 ELIZABETH M GRAY CHIEF EXECUTIVE OFFICER(AS OF 11/21)	(i)	462,069	196,514	20,979	23,200	2,696	705,458	0
	(ii)	0	0	0	0	0	0	0
3 STEPHEN E MEYER CHIEF OPERATING OFFICER (THRU 07/21)	(i)	216,273	20,000	189,868	211,161	17,301	654,603	0
	(ii)	0	0	0	0	0	0	0
4 REBECCAH A SANDERSTHRU 0721 CHIEF FIELD & STRATEGY OFFICER	(i)	227,037	9,388	137,037	235,539	620	609,621	0
	(ii)	0	0	0	0	0	0	0
5 SEAN M O'CONNOR CHIEF DEVELOPMENT OFFICER	(i)	337,159	25,000	966	23,200	3,756	390,081	0
	(ii)	0	0	0	0	0	0	0
6 LORRAINE A SCIARRA VP AND GENERAL COUNSEL	(i)	269,796	30,000	5,463	21,324	2,287	328,870	0
	(ii)	0	0	0	0	0	0	0
7 LISA L HARDAWAY THRU 0622 INTERIM CHIEF NETWORK & COMM. OFF.	(i)	239,138	30,000	14,628	16,667	11,042	311,475	0
	(ii)	0	0	0	0	0	0	0
8 MARCO S CARBONE CHIEF TECHNOLOGY OFFICER	(i)	279,029	0	609	21,015	1,281	301,934	0
	(ii)	0	0	0	0	0	0	0
9 TRACY BOYD VP STRATEGY & OPERATIONS	(i)	262,880	0	1,806	21,105	9,305	295,096	0
	(ii)	0	0	0	0	0	0	0
10 JENNIFER GOOD THRU 0522 VP CENTRAL/PACIFIC FLYWAY	(i)	199,177	30,000	18,488	8,929	11,471	268,065	0
	(ii)	0	0	0	0	0	0	0
11 MARSHALL JOHNSON AS OF 1221 CHIEF CONSERVATION OFFICER	(i)	239,607	0	308	9,793	8,939	258,647	0
	(ii)	0	0	0	0	0	0	0
12 NEETA D HATLEY - VP CONTROLLER, TREASURY & FINANCIAL OPS	(i)	188,229	15,000	395	12,941	26,564	243,129	0
	(ii)	0	0	0	0	0	0	0
13 KENNETH BRIAN TRUSTY SENIOR DIRECTOR (THRU 01/22)	(i)	155,534	0	495	13,028	15,396	184,453	0
	(ii)	0	0	0	0	0	0	0
14 MARY BETH HENSON THRU 0521 VP AND CHIEF FINANCIAL OFFICER	(i)	129,883	0	20,571	10,201	435	161,090	0
	(ii)	0	0	0	0	0	0	0
15 DAVID J RINGER CHIEF NETWORK OFFICER (THRU 04/21)	(i)	133,177	0	11,806	7,508	2,987	155,478	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	AUDUBON'S TRAVEL POLICY AUTHORIZES BUSINESS CLASS TRAVEL FOR THE CHIEF EXECUTIVE OFFICER DUE TO THE FREQUENCY AND LENGTH OF TRAVEL; FIRST CLASS IS PERMITTED IF BUSINESS CLASS IS NOT AVAILABLE OR THE COST OF A REFUNDABLE TICKET IS EQUIVALENT TO FIRST CLASS. IN CALENDAR YEAR 2021, ELIZABETH GRAY DID TRAVEL VIA FIRST-CLASS IN LIMITED CIRCUMSTANCES.
PART I, LINE 4A	AUDUBON'S FORMER CHIEF EXECUTIVE OFFICER, DAVID YARNOLD, AGREED TO A SEPARATION OF SERVICE IN CALENDAR YEAR 2021. DAVID YARNOLD RECEIVED A TOTAL OF $600,000 PURSUANT TO THIS SEPARATION, $276,923 WAS PAID OUT IN CALENDAR YEAR 2021 (AND REPORTED IN COLUMN (B)(III)) WITH THE BALANCE PAID OUT IN 2022 (AND REPORTED AS DEFERRED COMPENSATION IN COLUMN (C)). CHIEF OPERATING OFFICER, STEPHEN E MEYER, RECEIVED A TOTAL OF $376,723 PURSUANT TO THIS SEPARATION, $182,500 WAS PAID OUT IN CALENDAR YEAR 2021 (AND REPORTED IN COLUMN (B)(III)) WITH THE BALANCE PAID OUT IN 2022 (AND REPORTED AS DEFERRED COMPENSATION IN COLUMN (C)). CHIEF FIELD AND STRATEGY OFFICER, REBECCAH SANDERS, RECEIVED A TOTAL OF $355,350 PURSUANT TO THIS SEPARATION, $136,673 WAS PAID OUT IN CALENDAR YEAR 2021 (AND REPORTED IN COLUMN (B)(III)) WITH THE BALANCE PAID OUT IN 2022 (AND REPORTED AS DEFERRED COMPENSATION IN COLUMN (C)).
PART I, LINE 7	FORMER PRESIDENT & CHIEF EXECUTIVE OFFICER, DAVID YARNOLD, RECEIVED A CONTRACTUAL RETENTION BONUS IN CALENDAR YEAR 2021; THIS BONUS IS REFLECTED IN SCHEDULE J, PART II, COLUMN (B)(II). CHIEF EXECUTIVE OFFICER, ELIZABETH GRAY, RECEIVED A FIXED CONTRACTUAL RETENTION AND SIGN-ON BONUS IN CALENDAR YEAR 2021; IN ADDITION, SHE RECEIVED A DISCRETIONARY BONUS OF $46,514 AUTHORIZED BY THE BOARD OF DIRECTORS BASED ON MS. GRAY MEETING CERTAIN OBJECTIVE PERFORMANCE BASED CRITERIA.

Additional Data

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Schedule L (Form 990)

Department of the Treasury
Internal Revenue Service

Transactions with Interested Persons

▶ Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.
▶ Attach to Form 990 or Form 990-EZ.
▶Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
NATIONAL AUDUBON SOCIETY INC

Employer identification number
13-1624102

Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and section 501(c)(29) organizations only).

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

1 (a) Name of disqualified person	(b) Relationship between disqualified person and organization	(c) Description of transaction	(d) Corrected? Yes	No

2 Enter the amount of tax incurred by the organization managers or disqualified persons during the year under section 4958. . . . . ▶ $

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization . . . . ▶ $

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22

(a) Name of interested person	(b) Relationship with organization	(c) Purpose of loan	(d) Loan to or from the organization? To	From	(e) Original principal amount	(f) Balance due	(g) In default? Yes	No	(h) Approved by board or committee? Yes	No	(i) Written agreement? Yes	No
Total . . . . ▶ $												

Part III Grants or Assistance Benefiting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of assistance	(d) Type of assistance	(e) Purpose of assistance

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues? Yes	No
(1) DAVID RINGER	FORMER KEY EMPLOYEE	120,000	CONSULTING AND MEDIA SERVICES		No

Part V Supplemental Information

Provide additional information for responses to questions on Schedule L (see instructions).

Return Reference	Explanation
SCHEDULE L, PART IV	AUDUBON CONTRACTED WITH A COMPANY TO PROVIDE CONSULTING AND MEDIA SERVICES THAT IS CO-OWNED BY A FORMER KEY EMPLOYEE, DAVID RINGER. AUDUBON ADHERED TO ITS NORMAL COMPETITIVE PROCUREMENT PROCESS AND DETERMINED THAT A RELATIONSHIP WITH THIS PARTICULAR VENDOR WAS IN THE BEST INTERESTS OF AUDUBON. THE TRANSACTION WAS MEMORIALIZED IN A STANDARD WRITTEN AGREEMENT.

Additional Data

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Software Version:

SCHEDULE M (Form 990) Department of the Treasury Internal Revenue Service	Noncash Contributions ▶Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30. ▶ Attach to Form 990. ▶Go to www.irs.gov/Form990 for the latest information.	OMB No. 1545-0047 2021 Open to Public Inspection

Name of the organization
NATIONAL AUDUBON SOCIETY INC

Employer identification number
13-1624102

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art	X	7	6,155	FAIR MARKET VALUE
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods	X		375	FAIR MARKET VALUE
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	118	5,825,432	FAIR MARKET VALUE
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (ALL OTHER)	X	9	2,175	FAIR MARKET VALUE
26 Other ▶ (EXPERIENCES)	X	6	1,499	FAIR MARKET VALUE
27 Other ▶ (AIRLINE TICKETS)	X	1	736	FAIR MARKET VALUE
28 Other ▶ (FURNITURE)	X	1	265	FAIR MARKET VALUE

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement **29**

		Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?	30a		No
b If "Yes," describe the arrangement in Part II.			
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	31	Yes	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a	Yes	
b If "Yes," describe in Part II.			
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.			

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Return Reference	Explanation
PART I, COLUMN (B):	AUDUBON RESERVES THE RIGHT TO DECLINE ANY CONTRIBUTIONS, VERIFY THE SOURCES OF ANY FUNDS AND, IN THE CASE OF NON-MARKETABLE ASSETS, REQUIRE AN INDEPENDENT APPRAISAL OF VALUE.
PART I, LINE 32B:	TO THE EXTENT THAT AUDUBON RECEIVES DONATIONS OF SECURITIES, IT UTILIZES ITS INVESTMENT MANAGER/BROKER TO LIQUIDATE THOSE SECURITIES INTO CASH.

Additional Data

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SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No. 1545-0047
2021
Open to Public Inspection

Name of the organization
NATIONAL AUDUBON SOCIETY INC

Employer identification number
13-1624102

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FORM 990, PART III, LINE 4A, DESCRIPTION OF PROGRAM SERVICE:	CONSERVATION: AUDUBON'S GOAL IS TO PROTECT BIRDS DURING EVERY POINT OF THEIR LIFECYCLES THROUGHOUT THE AMERICAS. FIELD CONSERVATION PROGRAMS OPERATE AUDUBON'S 16 REGIONAL AND STATE OFFICES AND COMBINE LOCAL POLICY, SCIENCE AND ON THE GROUND CONSERVATION EFFORTS TO ADVANCE AUDUBON'S MISSION AND MEET TODAY'S UNPRECEDENTED ENVIRONMENTAL CHALLENGES. THE FIELD CONSERVATION PROGRAMS ALSO CONNECT THE WORK OF AUDUBON CHAPTERS, NATURE CENTERS, VOLUNTEERS, PARTNERS, AND OTHER SUPPORTERS ALONG EACH OF THE FOUR MIGRATORY FLYWAYS. INTEGRATED, SHARED FLYWAY CONSERVATION GOALS ENHANCE OUR IMPACT, AND COORDINATED RESOURCES AND EXPERTISE INCREASES EFFICIENCY ACROSS THE NETWORK. AUDUBON'S BRING BIRDS BACK POLICY AGENDA IS FOCUSED ON THREE MAIN OBJECTIVES: (1) REINSTATE AND STRENGTHEN THE MIGRATORY BIRD TREATY ACT THROUGH ADMINISTRATION AND LEGISLATIVE ACTION; (2) INCREASE FUNDING AND COORDINATION FOR FEDERAL AND STATE FISH AND WILDLIFE AGENCIES TO ADDRESS THE NEEDS OF DECLINING AND VULNERABLE SPECIES AND LANDSCAPES THE AGENCIES MANAGE; AND (3) REVITALIZE AND ENHANCE THE FRAMEWORK FOR NATIONAL AND INTERNATIONAL CONSERVATION OF MIGRATORY BIRDS THROUGH A SUITE OF ADMINISTRATIVE AND LEGISLATIVE ACTIONS. IN FY22, AUDUBON CONTINUED TO STRONGLY SUPPORT CLIMATE AND CONSERVATION POLICIES. AUDUBON AND OUR PARTNERS HELPED SECURE PASSAGE OF THE INFLATION REDUCTION ACT IN 2022. THIS BILL PROVIDES ROBUST FUNDING FOR CLIMATE ADAPTATION AND MITIGATION EFFORTS CRITICAL TO HELPING THE UNITED STATES MEET ITS GOALS RELATED TO CLIMATE CHANGE. THE BILL INCLUDES: ABOUT $370 BILLION TOWARD SPEEDING THE TRANSITION TO CLEAN ENERGY; $20 BILLION IN VOLUNTARY CONSERVATION PROGRAMS ON PRIVATE LANDS INCLUDING GRASSLANDS THROUGH THE U.S. DEPARTMENT OF AGRICULTURE; MORE THAN $70 BILLION IN NEW LOAN AUTHORITY WITHIN THE DEPARTMENT OF ENERGY TO EXPAND CLEAN ENERGY AND TRANSMISSION; AND $4 BILLION IN DROUGHT RESILIENCE FUNDING FOR THE AMERICAN WEST, WHERE RIVERS LIKE THE COLORADO RIVER - WHICH PROVIDES WATER FOR 40 MILLION PEOPLE AND 400 BIRD SPECIES - ARE IN CRISIS. AUDUBON MAXIMIZES ITS CONSERVATION RESULTS BY FOCUSING ON FIVE STRATEGIES CRITICAL FOR BIRDS: 1. CLIMATE: AUDUBON SEEKS TO PROTECT THE PLACES BIRDS NEED IN A WARMING WORLD, AND ADVOCATE FOR SIGNIFICANT PUBLIC POLICY CHANGES BY TAPPING OUR UNPARALLELED NETWORK AND BIPARTISAN MEMBERSHIP TO SUPPORT SOLUTIONS AT THE STATE AND LOCAL LEVELS. CLIMATE CHANGE IS THE SINGLE BIGGEST THREAT CONFRONTING OUR BIRDS AND OUR PLANET. AUDUBON IS WORKING ON SOLUTIONS TO COUNTERACT THE EFFECTS OF CLIMATE CHANGE AND ACHIEVE NET-ZERO EMISSIONS BY 2050 - BY DRAMATICALLY REDUCING EMISSIONS OF GREENHOUSE GASES LIKE CARBON DIOXIDE, REMOVE EXCESS BUILT UP OF BURNING FOSSIL FUELS, AND OTHER INITIATIVES, INCLUDING MAINTAINING HEALTHY FORESTS OR SUPPORTING SUSTAINABLE AGRICULTURAL PRACTICES. IN 2022, AUDUBON WORKED ACROSS OUR NETWORK TO SUPPORT AND ADVANCE POLICIES AND IMPLEMENT CONSERVATION EFFORTS TO ADDRESS CLIMATE CHANGE AND PROTECT BIRDS AND THE PLACES THEY NEED. WORKING IN STATES FROM WASHINGTON AND ARIZONA, TO INDIANA AND FLORIDA, AUDUBON WORKED TO ADVANCE CLEAN ENERGY PLANNING PROCESSES, INVESTMENT IN NATURAL CLIMATE INFRASTRUCTURE, AND IMPLEMENT PROGRAMS THAT WILL INCREASE RESILIENCE FOR CRITICAL CLIMATE THREATENED HABITATS. OUR TEAMS ALSO TRACKED AND MADE RECOMMENDATIONS ON MORE THAN 34 PROPOSED WIND, SOLAR, AND TRANSMISSION PROJECTS. IN TOTAL, THESE OFFSHORE AND LAND-BASED RENEWABLE ENERGY PROJECTS SPAN 20 DIFFERENT STATES AND PRESENT A NAMEPLATE CAPACITY OF 26,020 MEGAWATTS - ENOUGH TO POWER MORE THAN 4.9 MILLION HOMES. ALL OF THIS WORK PRIORITIZES THE IMPORTANCE OF ADDRESSING CLIMATE THREATS, WHILE WORKING TO ENSURE THE LONG-TERM SUSTAINABILITY OF THE HABITATS NEEDED TO SUPPORT BIRDS, WILDLIFE AND BENEFIT HUMAN COMMUNITIES. 2. COASTS: AUDUBON AND ITS PARTNERS SUPPORT WORK TO PROMOTE RESILIENT COASTLINES ACROSS THE HEMISPHERE, STRENGTHENING POPULATIONS OF SEABIRDS, SHOREBIRDS AND COASTAL COMMUNITIES WHILE PRESERVING CRITICAL BREEDING, STOPOVER AND WINTERING HABITAT IN THE PLACES THAT BIRDS NEED. AUDUBON STEWARDS MORE THAN 1,090 COASTAL HABITAT SITES ACROSS 100,000 MILES, LEADS PROJECTS TO RESTORE COASTAL HABITAT AND ADVOCATES FOR POLICIES THAT ENHANCE COASTAL RESILIENCE TO MITIGATE THE IMPACTS OF CLIMATE CHANGE AND BENEFIT RESOURCES LIKE FORAGE FISH THAT ARE CRITICAL TO BIRDS' SURVIVAL. IN FY22, AUDUBON WORKED TO ADVANCE POLICIES AND PROJECTS TO INFORM A JUST TRANSITION TO RENEWABLE ENERGY, CONDUCTING RESEARCH AROUND HOW TO RESPONSIBLY SITE OFFSHORE WIND ENERGY FIELDS THAT REDUCE IMPACTS TO SEABIRDS. AUDUBON ALSO GREW ITS PORTFOLIO OF RESILIENCY AND RESTORATION PROJECTS, WORKING TO PROTECT HUMAN AND BIRD COMMUNITIES BY ENHANCING THE HABITATS AND ECOSYSTEM PROCESSES THEY RELY ON. IN THE BAY OF PANAMA'S MANGROVES, AUDUBON IS CREATING A MODEL FOR GREEN COASTAL INFRASTRUCTURE AND CARBON STORAGE. BY ENHANCING ECONOMIC INCENTIVES FOR CARBON SEQUESTRATION IN THE MANGROVES-KNOWN AS "BLUE CARBON"-AND SECURING GOVERNMENT RECOGNITION AS A NATIONAL CLIMATE SOLUTION, AUDUBON WILL CHART A SUSTAINABLE AND RESILIENT COURSE FORWARD. 3. WATER: AUDUBON SUPPORTS WATER POLICIES AND PROJECTS THAT MAKE WATER RESOURCES MORE RESILIENT FOR BIRDS AND PEOPLE. BY COORDINATING OUR SCIENCE, POLICY EXPERTISE, ON-THE-GROUND CONSERVATION, AND NETWORK ENGAGEMENT, AUDUBON INFLUENCES KEY DECISIONS THAT PROTECT AND RESTORE HABITAT IN CRITICAL ECOSYSTEMS. IN FY22, AUDUBON WORKED ALONGSIDE KEY PARTNERS TO SECURE SIGNIFICANT NEW INVESTMENTS FOR THE PLACES THAT BIRDS NEED WHERE WATER IS A CRITICAL RESOURCE. THE ESTABLISHMENT OF THE GREAT SALT LAKE WATER ENHANCEMENT TRUST AND $4 BILLION SECURED IN THE INFLATION REDUCTION ACT WILL ALLOCATE RESOURCES TO ADDRESSING DROUGHT IN AUDUBON PRIORITY GEOGRAPHIES LIKE THE GREAT SALT LAKE AND THE COLORADO RIVER. RESTORATION PROJECTS THAT WERE ADVANCED IN THE GREAT LAKES, EVERGLADES, COLORADO RIVER DELTA AND THE MISSISSIPPI RIVER WILL MAKE THESE KEY LANDSCAPES MORE RESILIENT TO IMPACTS OF CLIMATE CHANGE. AUDUBON ALSO USED SOUND SCIENCE TO INFLUENCE WATER MANAGEMENT DECISIONS THAT WILL IMPACT THOUSANDS OF ACRES OF BIRD HABITAT. 4. NATURAL SOLUTIONS AND WORKING LANDS: OVER ONE BILLION ACRES OF LAND IN THE LOWER 48 STATES IS PRIVATELY OWNED AND MANAGED FORESTS, RANCHES, AND FARMS. IN JUNE 2021, AUDUBON RELEASED A NATURAL CLIMATE SOLUTIONS REPORT THAT FOUND THAT CONSERVATION AND RESTORATION OF PRIORITY AREAS COULD DELIVER UP TO 23 PERCENT OF THE US COMMITMENT IN THE 2016 PARIS AGREEMENT. AUDUBON WORKS WITH LANDOWNERS, LAND MANAGERS, PUBLIC AND PRIVATE STAKEHOLDERS, AND GOVERNMENT AGENCIES TO SUPPORT THE ADOPTION OF LAND MANAGEMENT PRACTICES TO SUPPORT BIRDS AND THE HABITAT THEY NEED, TODAY AND

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	TOMORROW. AUDUBON'S CONSERVATION RANCHING PROGRAM CURRENTLY SUPPORTS BIRD FRIENDLY GRAZING ON MORE THAN 2 MILLION ACRES IN THE UNITED STATES. 5. BIRD-FRIENDLY COMMUNITIES: AUDUBON'S BIRD-FRIENDLY COMMUNITIES STRATEGY PROVIDES FOOD, SHELTER AND SAFE PASSAGE TO BIRDS ACROSS THE LANDSCAPE, BUT ESPECIALLY IN AMERICA'S CITIES AND TOWNS WHERE BIRDS AND PEOPLE LIVE TOGETHER. BY THE END OF FY22, MORE THAN 208,000 PEOPLE USED AUDUBON'S PLANTS FOR BIRDS ONLINE NATIVE PLANTS DATABASE AND AUDUBON'S NATIVE-PLANTS PROGRAM HAS ENGAGED MORE THAN 750,000 PEOPLE TO CREATE SUITABLE HABITAT IN BACKYARDS, LOCAL PARKS AND COMMERCIAL PROPERTY TO ATTRACT AND PROTECT BIRDS AND OTHER HABITAT. PROGRAM PARTICIPANTS, CHAPTERS, CENTERS AND VOLUNTEERS HAVE PLANTED MORE THAN 800,000 PLANTS AND LOGGED MORE THAN 450,000 VOLUNTEER HOURS TO CREATE HABITAT FEATURING NATIVE PLANTS. AUDUBON'S BIRD-FRIENDLY BUILDINGS EFFORTS HAVE HELPED ENGAGED COMMUNITY MEMBERS, BUSINESSES, AND DECISION MAKERS ACROSS THE COUNTRY IN TAKING ACTION TO REDUCE BIRD COLLISIONS THROUGH LIGHTS OUT AND OTHER PROGRAMS AND OUTREACH FOCUSED ON THE HAZARDS THAT ARTIFICIAL LIGHT AT NIGHT AND GLASS POSE TO BIRDS. THROUGH WEBINARS AND RESOURCES, AUDUBON'S BIRD-FRIENDLY COMMUNITIES PROGRAM HAS TRAINED VOLUNTEERS ACROSS THE COUNTRY IN ENGAGING WITH THEIR LOCAL ELECTED DECISION MAKERS TO ADVOCATE FOR BIRD-FRIENDLY LEGISLATION, FOCUSED ON THE BENEFITS OF NATIVE PLANTS AND REDUCING BIRD COLLISION HAZARDS. AT THE END OF FY22, AUDUBON'S NETWORK SECURED 10 NATIVE PLANTS AND LIGHTS OUT MUNICIPAL AND STATE PROS (PROCLAMATIONS, RESOLUTIONS, AND ORDINANCES).
FORM 990, PART III, LINE 4A	BUILDING THE NEXT GENERATION OF CONSERVATION LEADERS: AUDUBON'S CAREER PIPELINE INITIATIVES ARE PROOF OF OUR COMMITMENT TO THE FUTURE OF A DIVERSE CONSERVATION MOVEMENT. OUR DANGERMOND FELLOWS WORK IN CONSERVATION EDUCATION, FIELD ORGANIZING, FIELD BIOLOGY, PUBLIC POLICY, GEOSPATIAL INFORMATION SYSTEMS, AND MUCH MORE. THE SCHNEIDER FELLOWSHIP HELPS AUDUBON CARRY OUT ITS CLIMATE CHANGE POLICY AND ADVOCACY WORK AT THE FEDERAL AND STATE LEVELS. DURING THEIR TENURE AT AUDUBON, THE FELLOWS WORK DIRECTLY WITH AUDUBON'S D.C. AND CALIFORNIA-BASED POLICY EXPERTS TO SUPPORT INTERNAL AND EXTERNAL EFFORTS TO DEVELOP AND ADVANCE POLICY AND LEGISLATIVE SOLUTIONS TO ADDRESS A CHANGING CLIMATE. AUDUBON'S EDITORIAL FELLOWSHIPS PROVIDE ASPIRING JOURNALISTS WITH THE OPPORTUNITY TO WORK WITH THE STAFF OF AUDUBON MAGAZINE, PROVIDING THEM WITH HANDS-ON EXPERIENCE IN ADVOCACY JOURNALISM. IN ADDITION, AUDUBON CURRENTLY WORKS WITH STUDENTS ON OVER 160 COLLEGE CAMPUSES, INCLUDING CAMPUS CHAPTERS, AFFILIATE GROUPS AND STUDENT AMBASSADORS. THIS PROVIDES EDUCATION, ADVOCACY, NETWORKING, AND CAREER DEVELOPMENT OPPORTUNITIES IN SCIENCE AND CONSERVATION ON COLLEGE AND UNIVERSITY CAMPUSES ACROSS THE COUNTRY, INCLUDING HISTORICALLY BLACK COLLEGES AND UNIVERSITIES AND OTHER MINORITY-SERVING INSTITUTIONS. OTHER PROGRAMS INCLUDE AUDUBON'S CONSERVATION LEADERSHIP PROGRAMS FOR YOUNG PEOPLE, INCLUDING YOUNG WOMEN, CONNECTING STUDENTS WITH AUDUBON NETWORKS, INCLUDING CENTERS AND CHAPTERS. PROGRAM PARTICIPANTS ARE ABLE TO DIVE DEEPLY INTO CONSERVATION WORK THROUGH HANDS-ON AND MINDS-ON ACTIVITIES PROTECTING THE ENVIRONMENT, AND ALSO GAIN EXPOSURE TO VARIOUS TOPICS, INCLUDING YOUTH LEADERSHIP, HABITAT RESTORATION, COASTAL ISSUES, AND SOCIAL JUSTICE.
FORM 990, PART III, LINE 4B, DESCRIPTION OF PROGRAM SERVICE:	HEMISPHERIC STRATEGY WORKS IS MANAGED FROM OUR WASHINGTON DC OFFICE AND THROUGH AUDUBON'S OFFICE IN COLOMBIA, INDEPENDENT CONTRACTORS AND PARTNER ORGANIZATIONS IN LATIN AMERICA ARE ENGAGED TO DELIVER CONCRETE, ON THE GROUND ACTIONS THAT ADDRESS CRITICAL THREATS TO AUDUBON'S PRIORITY BIRD SPECIES. AUDUBON PROVIDES SCIENCE, TECHNICAL EXPERTISE, POLICY SUPPORT AND CAPACITY DEVELOPMENT TOOLS TO BUILD EFFECTIVE CONSERVATION PROGRAMS TO REVERSE DECLINES IN BIRD POPULATIONS, PROTECT AND MANAGE HABITAT AND ENGAGE LOCAL COMMUNITIES. IN ADDITION TO COLOMBIA, AUDUBON WORKS IN CANADA, THE BAHAMAS, BELIZE, CHILE, MEXICO AND PANAMA. IN FY22, AUDUBON AMERICAS LAUNCHED CONSERVA AVES, A COALITION THAT USES MIGRATORY BIRD INITIATIVE (MBI) DATA AND OTHER ANALYSIS TO IDENTIFY AREAS OF VITAL IMPORTANCE TO MIGRATORY AND ENDEMIC AND ENDANGERED BIRDS IN LATIN AMERICA AND THE CARIBBEAN. IN PARTNERSHIP WITH BIRDLIFE INTERNATIONAL, AMERICAN BIRD CONSERVANCY, AND THE NETWORK OF LATIN AMERICAN AND CARIBBEAN ENVIRONMENTAL FUNDS (REDLAC), AUDUBON WILL HELP SUPPORT LOCAL MUNICIPALITIES, COMMUNITY GROUPS AND CONSERVATION ORGANIZATIONS TO CREATE NEW NATIONAL PROTECTIONS AND IMPROVE MANAGEMENT OF EXISTING PROTECTED AREAS THAT ARE OF CRITICAL IMPORTANCE TO BIRDS. CONSERVA AVES AIMS TO PROTECT NEARLY 4 MILLION ACRES OF IMPORTANT BIRD AND BIODIVERSITY AREAS BY ESTABLISHING ROUGHLY 100 NEW SUBNATIONAL PROTECTED AREAS BETWEEN 2022 AND 2027 ACROSS 5-7 COUNTRIES. AFTER A SUCCESSFUL CALL OF PROPOSAL IN COLOMBIA, CONSERVA AVES WILL SUPPORT LOCAL ORGANIZATIONS IN THE ESTABLISHMENT AND MANAGEMENT OF 15 PROTECTED AREAS. ON THE SECOND SEMESTER OF FY22, CALLS OF PROPOSALS WILL BE DONE IN BOLIVIA, ECUADOR AND PERU. THE "AMERICAN FLYWAYS INITIATIVE" ESTABLISHED BY AUDUBON, BIRDLIFE INTERNATIONAL AND THE LATIN AMERICAN AND CARIBBEAN DEVELOPMENT BANK AIMS TO ENHANCE AND MAINSTREAM SCIENCE AND FINANCING IN BIODIVERSITY CONSERVATION AND SOUND FINANCIAL PROJECT INVESTMENTS. IT PROPOSES A UNIQUE AND IMPACTFUL APPROACH TO BIODIVERSITY CONSERVATION, AND CLIMATE CHANGE ADAPTATION AND MITIGATION, BY INTEGRATING AND SCALING-UP BIRD FRIENDLY, NATURE-BASED SOLUTIONS IN THE DESIGN AND IMPLEMENTATION OF LARGE-SCALE, DEVELOPMENT PROJECTS ACROSS A NETWORK OF LINKED SITES SHARED BY MIGRATORY BIRDS ALONG THE AMERICAS' FLYWAYS. THE INITIATIVE WAS ANNOUNCED DURING COP 15 AT MONTREAL IN DECEMBER AND IT WILL BE LAUNCHED OFFICIALLY WITH FIRST INVESTMENTS BY OCTOBER 2023. IN COLLABORATION WITH INDIGENOUS PARTNERS AND OTHER NGOS, AUDUBON IS HELPING TO SUPPORT 100 MILLION ACRES OF PROPOSED PROTECTED AREAS IN CANADA THROUGH COMMUNICATIONS, SCIENCE, AND COLLABORATION. THIS INCLUDES THE FINAL ESTABLISHMENT OF THE 3.5 MILLION ACRE EDEHZHIE (HORN PLATEAU) INDIGENOUS PROTECTED AND CONSERVED AREA AND NATIONAL WILDLIFE AREA IN THE NORTHWEST TERRITORIES. HERE IT IS ESTIMATED THAT BETWEEN 5 AND 10 MILLION BIRDS ARE NOW PROTECTED IN THEIR SUMMER HOMES DURING THE BREEDING SEASON. AUDUBON ALSO WORKS WITH PARTNERS ACROSS CANADA TO SUPPORT INDIGENOUS STEWARDSHIP THROUGH COLLABORATION WITH THE INDIGENOUS GUARDIANS PROGRAMS. BIRD MIGRATION EXPLORER RECENT SCIENCE DOCUMENTED A LOSS OF 28% OF NORTH AMERICAN MIGRATORY BIRDS OVER THE 50-YEAR PERIOD FROM 1970-2020. MIGRATORY BIRDS ARE IMPORTANT ECOLOGICAL INDICATORS THAT TELL US ABOUT THE HEALTH OF OUR ENVIRONMENT. THEY ALSO CONTRIBUTE SUBSTANTIALLY TO OUR NATION'S ECONOMY. FOR EXAMPLE, CONSUMER SPENDING ON BIRDWATCHING GENERATES NEARLY $100 BILLION IN ECONOMIC OUTPUT IN THE U.S. EACH YEAR. ADDITIONALLY, MIGRATORY BIRDS PROVIDE KEY ECOSYSTEM SERVICES THROUGH PEST CONTROL, SEED DISPERSAL, POLLINATION, AND MORE. BY PROTECTING MIGRATORY BIRDS AND THE PLACES THEY NEED, WE PROTECT THE PLACES THAT PEOPLE AND OTHER WILDLIFE RELY ON, AND WE CONTINUE TO ENJOY THE MANY BENEFITS THEY PROVIDE US. THE BIRD MIGRATION EXPLORER IS A STATE-OF-THE-ART INTERACTIVE PLATFORM THAT COMBINES THE MOST RECENT SCIENCE TO SHOW USERS IMPORTANT PLACES FOR MIGRATORY BIRDS ACROSS THEIR FULL ANNUAL CYCLE. IT VISUALIZES THE EPIC JOURNEYS OF MORE THAN 450 NORTH AMERICAN MIGRATORY BIRD SPECIES, HOW THEY CONNECT PLACES AND

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	PEOPLE ACROSS THE WESTERN HEMISPHERE, AND THE WIDESPREAD CONSERVATION CHALLENGES THEY FACE. THE EXPLORER WAS LAUNCHED ON SEPTEMBER 15, 2022 BY AUDUBON AND NINE PARTNER ORGANIZATIONS, AND IT INTEGRATES MIGRATORY BIRD DATA FROM MORE THAN 280 INDIVIDUAL RESEARCH SCIENTISTS, ORGANIZATIONS AND AGENCIES. THE DIGITAL PLATFORM IS AVAILABLE IN ENGLISH (WWW.BIRDMIGRATIONEXPLORER.ORG) AND SPANISH (WWW.EXPLORAVES.ORG) AND IS FREE. THE EXPLORER WAS DESIGNED TO MAKE SCIENCE ON MIGRATORY BIRDS ACCESSIBLE AND RELEVANT TO TWO GENERAL AUDIENCES WHO PLAY CRITICAL ROLES IN BIRD CONSERVATION: (1) BIRDERS AND BIRD CURIOUS AUDIENCES, AND (2) CONSERVATIONISTS AND ADVOCATES. THE BIRD MIGRATION EXPLORER HAS TWO GOALS: (1) IT IS DESIGNED TO ENGAGE AND EDUCATE PEOPLE FROM DIVERSE COMMUNITIES ACROSS THE AMERICAS IN THE WONDER OF MIGRATION AND INSPIRE THEM TO TAKE ACTIONS TO REDUCE MIGRATORY BIRDS' EXPOSURE TO CONSERVATION CHALLENGES AND PROTECT THE PLACES THEIR LOCAL MIGRATORY BIRDS DEPEND ON; AND (2) THE EXPLORER EMPOWERS CONSERVATIONISTS AND ADVOCATES BY PROVIDING READILY ACCESSIBLE AND NON-TECHNICAL SCIENCE-BASED MAPS AND INFORMATION TO INFLUENCE POLICY AND CONSERVATION DECISIONS THAT BENEFIT BIRDS. THE BIRD MIGRATION EXPLORER HAS BEEN FEATURED IN MAJOR NATIONAL AND INTERNATIONAL MEDIA OUTLETS, AS WELL AS MANY LOCAL OUTLETS. SOME EXAMPLES INCLUDE: THE ASSOCIATED PRESS (WITH 350+ SYNDICATED PLACEMENTS), USA TODAY, POPULAR SCIENCE, BIRD WATCHING MAGAZINE, THE CANADIAN PRESS, SOCIETY OF ENVIRONMENTAL JOURNALISTS, AND THE AMERICAN BIRDING ASSOCIATION PODCAST. THROUGH THESE OUTLETS, NEWS OF THE EXPLORER REACHED A COLLECTIVE READERSHIP OF 1.1+ BILLION PEOPLE. IN ITS FIRST THREE MONTHS, THE EXPLORER WAS VIEWED BY MORE THAN 159,000 USERS FROM 97% OF COUNTRIES ACROSS THE GLOBE, DEMONSTRATING THE PLATFORM'S GLOBAL REACH. BECAUSE OF THE BIRD MIGRATION EXPLORER'S TECHNOLOGICAL INNOVATION, IT WAS ALSO SHOWCASED ON TECH PODCASTS AND BLOGS OF LEADING TECHNOLOGY COMPANIES LIKE ESRI. MAPS AND INFORMATION FROM THE EXPLORER HAVE BEEN USED IN CONSERVATION, ADVOCACY AND EDUCATION, FOR EXAMPLE: TO ESTABLISH LEGAL STANDING FOR STATES TO JOIN LAWSUITS AGAINST HARMFUL ACTIONS IN OTHER STATES, PROVIDE PUBLIC COMMENTS ON ENVIRONMENTALLY DAMAGING ACTIONS ON PUBLIC LANDS, ADVOCATE FOR LEGISLATION THAT BENEFITS MIGRATORY BIRDS, AND ENGAGE VISITORS TO AUDUBON CENTERS IN MIGRATION AND THE CONSERVATION OF MIGRATORY BIRDS. - EQUITY, DIVERSITY, INCLUSION AND BELONGING (EDIB): AUDUBON SEEKS TO EMBED EDIB THROUGHOUT OUR ORGANIZATION TO ENSURE ALIGNMENT BETWEEN INTERNAL CULTURE, POLICIES AND PROGRAMS AND OUR CONSERVATION GOALS. AS A STRATEGIC IMPERATIVE, WE RECOGNIZE THAT THE CORE OF THIS ALIGNMENT IS AN ENGAGED, WELL-SUPPORTED, AND DIVERSE STAFF WHO CAN SET AND WORK TOWARDS CONSERVATION GOALS THAT BUILD A BRIGHTER FUTURE FOR BIRDS AND PEOPLE. TO PROMOTE A CULTURE OF LEARNING AND COMMUNITY, AUDUBON HELD EDIB FOUNDATIONAL TRAININGS FOR THE WHOLE ORGANIZATION, A THREE-PART SERIES OF WHITE ALLYSHIP TRAININGS FOR WHITE-IDENTIFYING STAFF; AND A SIX-PART COMMUNITY GATHERING SPACE FOR BIPOC-IDENTIFYING STAFF. AUDUBON ALSO CONVENED AN EDIB STAFF-COUNCIL THAT WILL BE COLLABORATIVELY SHAPING A STAFF TRAINING AND EDUCATION CURRICULUM, ALONGSIDE THE EDIB TEAM. DRAWING ON THE RESULTS OF AN ALL-STAFF SURVEY IN MAY 2021, AUDUBON CREATED THE AFFINITY GROUPS (AG) REIMAGINING INITIATIVE, A COLLABORATIVE EFFORT TO EVALUATE HOW AUDUBON COULD BETTER SUPPORT EMPLOYEE RESOURCE GROUPS AND AGS TO BE MORE RESPONSIVE TO THE NEEDS OF THE INDIVIDUALS WHO MAKE UP OUR DIVERSE ORGANIZATION. THE AG REIMAGINING INITIATIVE RESULTED IN THE CREATION OF FIVE NEW AGS, AS WELL AS A DEDICATED MONTHLY MEETING BLOCK RESERVED ACROSS THE ORGANIZATION FOR AGS, AND A SUITE OF RESOURCES TO SUPPORT GROUP ACTIVITIES. AUDUBON DEVELOPED GUIDELINES AND POLICIES THAT UNDERGIRD OUR COMMITMENT TO CREATING A CULTURE OF BELONGING. THE ALL GENDERS WORKING GROUP LED THE DEVELOPMENT OF TRANSITION GUIDELINES TO SUPPORT TRANSGENDER, NONBINARY, AND GENDER NONCONFORMING STAFF MEMBERS BEFORE, DURING, AND AFTER THEIR TRANSITION. AUDUBON'S FIELD SAFETY TEAM, WHICH INCLUDED MEMBERS OF THE EDIB DEPARTMENT, DEVELOPED A COMPREHENSIVE FIELD SAFETY MANUAL, FOREGROUNDING EQUITY AND INCLUSION IN SAFETY POLICIES AND PROCEDURES AND BROADENING THE CONCEPT OF SAFETY TO INCLUDE EMOTIONAL, MENTAL, AND PSYCHOLOGICAL SAFETY. AUDUBON IS DEDICATED TO PROVIDING A WORK ENVIRONMENT THAT PRIORITIZES EQUITY, FAIRNESS AND RESPECT, AND A WORKPLACE FREE OF ANY KIND OF DISCRIMINATION BASED ON RACE, COLOR, RELIGION, SEX, AGE, SEXUAL ORIENTATION, GENDER IDENTITY AND EXPRESSION, DISABILITY, NATIONAL OR ETHNIC ORIGIN, POLITICS OR VETERAN STATUS.
FORM 990, PART VI, SECTION A, LINE 4	AUDUBON AMENDED ITS BYLAWS, EFFECTIVE DECEMBER 10, 2021, TO DELINEATE THE CHIEF EXECUTIVE OFFICER'S ROLE AS AN EX-OFFICIO VOTING MEMBER OF THE BOARD OF DIRECTORS. THE CHIEF EXECUTIVE OFFICER SHALL HAVE NO VOTING AUTHORITY ON OTHER BOARD COMMITTEES OTHER THAN THE EXECUTIVE COMMITTEE, ALTHOUGH SHE MAY ATTEND THESE COMMITTEE MEETINGS IF SHE SO CHOOSES.
FORM 990, PART VI, SECTION A, LINE 6	UNDER THE BYLAWS, ANY INDIVIDUAL OR ORGANIZATION APPROVING THE PURPOSES AND OBJECTIVES OF AUDUBON IS ELIGIBLE FOR MEMBERSHIP. THE MEMBERS ELECT THE BOARD OF DIRECTORS AT THE ANNUAL MEETING.
FORM 990, PART VI, SECTION A, LINE 7A	AUDUBON'S BYLAWS AUTHORIZE ITS MEMBERS TO ELECT THE INDIVIDUALS THAT SHALL SERVE ON THE BOARD OF DIRECTORS.
FORM 990, PART VI, SECTION B, LINE 11B	THE FORM 990 IS PREPARED BY AUDUBON STAFF IN CONJUNCTION WITH A NATIONAL RECOGNIZED ACCOUNTING FIRM. THE FORM 990 IS PRESENTED TO THE AUDUBON AUDIT & ETHICS COMMITTEE BY ITS INDEPENDENT ACCOUNTING FIRM AND REVIEWED BY MANAGEMENT TO ENSURE ACCURACY AND COMPLETENESS. THE AUDIT & ETHICS COMMITTEE APPROVES THE 990 FOR SHARING WITH THE FULL BOARD OF DIRECTORS. THE 990 IS MADE AVAILABLE ELECTRONICALLY TO THE BOARD AND THE DIRECTORS ARE GIVEN A WEEK TO PROVIDE FEEDBACK, AND ANY COMMENTS OR QUESTIONS ARE REVIEWED WITH THE AUDIT & ETHICS COMMITTEE. COMMENTS ARE INCORPORATED, AND THE FORM 990 IS FILED WITH THE INTERNAL REVENUE SERVICE.
FORM 990, PART VI, SECTION B, LINE 12C	AUDUBON'S CONFLICT OF INTEREST POLICY COVERS ALL EMPLOYEES, DIRECTORS, AND OFFICERS OF THE CORPORATION. DIRECTORS, OFFICERS, AND KEY EMPLOYEES ARE REQUIRED TO COMPLETE AN ANNUAL QUESTIONNAIRE WHICH ELICITS INFORMATION WITH RESPECT TO POTENTIAL CONFLICTS. THE OFFICE OF GENERAL COUNSEL REVIEWS ANY POTENTIAL CONFLICTS IDENTIFIED ON THE QUESTIONNAIRE. IN THE EVENT OF CONFLICT, THE INDIVIDUAL WHO HAS A CONFLICT MUST RECUSE THEMSELVES FROM ANY PART OF ANY DISCUSSION OR DECISION THAT PERTAINS TO THE CONFLICT. THE AUDIT & ETHICS COMMITTEE, WITH THE ASSISTANCE OF AUDUBON'S GENERAL COUNSEL, MONITORS ADHERENCE TO AND COMPLIANCE WITH AUDUBON'S CONFLICT OF INTEREST POLICY.

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FORM 990, PART VI, SECTION B, LINE 15A	THE CHIEF EXECUTIVE OFFICER'S ANNUAL COMPENSATION IS ESTABLISHED PURSUANT TO A WRITTEN EMPLOYMENT CONTRACT THAT DEFINES HER BASE COMPENSATION, AS WELL AS ANY INCENTIVE PAYMENTS SHE MAY BE ENTITLED TO BY VIRTUE OF MEETING CERTAIN OBJECTIVE PERFORMANCE METRICS. THE ORGANIZATION UTILIZES VARIOUS SOURCES OF INDUSTRY DATA TO ENSURE THAT HER COMPENSATION IS REASONABLE AND COMMENSURATE WITH THE SALARIES PAID TO EXECUTIVES AT SIMILARLY SIZED NOT-FOR-PROFITS WITHIN AUDUBON'S GEOGRAPHIC REGION. ANNUAL INCREASES TO THE CHIEF EXECUTIVE OFFICER'S COMPENSATION ARE REVIEWED AND APPROVED BY THE AUDUBON BOARD OF DIRECTORS AND THOSE DECISIONS ARE MEMORIALIZED IN COMMITTEE MEETING MINUTES. COMPENSATION, INCLUDING MERIT AND THE BONUS POOL, IS INCLUDED IN THE ANNUAL BUDGET, WHICH IS APPROVED BY THE AUDUBON BOARD OF DIRECTORS. BONUSES ARE AWARDED BASED ON MERIT AND AWARDED AT THE DISCRETION OF MANAGEMENT OR THE BOARD.
FORM 990, PART VI, SECTION C, LINE 19	AUDUBON'S FORM 990, AUDITED FINANCIAL STATEMENTS AND ANNUAL REPORT ARE AVAILABLE TO THE PUBLIC ON AUDUBON'S WEBSITE. THE CONFLICT OF INTEREST POLICY AND OTHER GOVERNING DOCUMENTS ARE MADE AVAILABLE TO THE PUBLIC UPON REQUEST AND AT MANAGEMENT'S DISCRETION.
FORM 990, PART VIII, LINE 11A:	MITIGATION INCOME INCLUDES APPROXIMATELY $2.2 MILLION OF MITIGATION INCOME FOR CARBON OFFSET CREDITS ON VARIOUS PARCELS OF FORESTRY TRACTS.
FORM 990, PART IX, LINE 11G	RESTORATION: PROGRAM SERVICE EXPENSES 4,709,966. MANAGEMENT AND GENERAL EXPENSES 0. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 4,709,966. CONSERVATION: PROGRAM SERVICE EXPENSES 1,336,957. MANAGEMENT AND GENERAL EXPENSES 2,000. FUNDRAISING EXPENSES 6,150. TOTAL EXPENSES 1,345,107. TECHNOLOGY: PROGRAM SERVICE EXPENSES 396,553. MANAGEMENT AND GENERAL EXPENSES 214,291. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 610,844. ENGINEERING: PROGRAM SERVICE EXPENSES 336,454. MANAGEMENT AND GENERAL EXPENSES 109,895. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 446,349. SYSTEM IMPLEMENTATION: PROGRAM SERVICE EXPENSES 4,800. MANAGEMENT AND GENERAL EXPENSES 100,558. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 105,358. OTHER FEES: PROGRAM SERVICE EXPENSES 13,170,194. MANAGEMENT AND GENERAL EXPENSES 0. FUNDRAISING EXPENSES 1,406,460. TOTAL EXPENSES 14,576,654.
FORM 990, PART XI, LINE 9:	CHANGE IN VALUE OF CHARITABLE TRUSTS -9,985,667. CHARITABLE TRUST ADDITIONS 180,959. PENSION AND POSTRETIREMENT RELATED CHANGES -417,443.
FORM 990, PART XII, LINE 2C:	AUDUBON'S AUDIT & ETHICS COMMITTEE OF THE BOARD OF DIRECTORS ASSUMES RESPONSIBILITY FOR OVERSIGHT OF THE AUDIT OF ITS FINANCIAL STATEMENTS AND SELECTION OF AN INDEPENDENT ACCOUNTANT. THE AUDIT & ETHICS COMMITTEE HAS A POLICY THAT REQUIRES PERIODIC ROTATION OF ENGAGEMENT PARTNERS, AND REVIEW OF THE AUDITOR ENGAGEMENT.

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SCHEDULE R (Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
▶ Attach to Form 990.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
NATIONAL AUDUBON SOCIETY INC

Employer identification number
13-1624102

Part I **Identification of Disregarded Entities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II **Identification of Related Tax-Exempt Organizations.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity? Yes	No
(1) NATIONAL AUDUBON SOCIETY OF COASTAL CT 225 VARICK STREET 7TH FLOOR NEW YORK, NY 10014 23-7263861	LAND HOLDING	CT	501(C)(3)	LINE 7	NAS INC	Yes	
(2) NATIONAL AUDUBON SOCIETY OF SHARON INC 225 VARICK STREET 7TH FLOOR NEW YORK, NY 10014 23-7245359	LAND HOLDING	CT	501(C)(3)	LINE 7	NAS INC	Yes	
(3) LINCOLN AUDUBON SOCIETY 225 VARICK STREET 7TH FLOOR NEW YORK, NY 10014 51-0196442	LAND HOLDING	ME	501(C)(3)	LINE 7	NAS INC	Yes	
(4) NATIONAL AUDUBON SOCIETY OF GREENWICH 225 VARICK STREET 7TH FLOOR NEW YORK, NY 10014 23-7245358	LAND HOLDING	CT	501(C)(3)	LINE 7	NAS INC	Yes	
(5) EAST PARK LEADERSHIP & CONSERVATION CENTER 3250 WEST SEDGLY DRIVE PHILADELPHIA, PA 19130 46-2907677	SUPPORT ORG	PA	501(C)(3)	LINE 11	NASOTWD BD		No
(6) NATIONAL AUDUBON SOCIETY ACTION FUND 1200 18TH STREET NW STE 500 WASHINGTON, DC 20036 83-1280515	ENVIRON. ADVOCACY	DC	501(C)(4)	N/A	NAS INC	Yes	
(7) NATIONAL AUDUBON SOCIETY ACTION FUND POLITICAL ACTION COMMITTEE 1200 18TH STREET NW SUITE 500 WASHINGTON, DC 20036 88-2913233	ENVIRON. ADVOCACY	DC	527	N/A	NAS AF	Yes	

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproprtionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No

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.

		Line	Yes	No
1	During the tax year, did the orgranization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
a	Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity	1a		No
b	Gift, grant, or capital contribution to related organization(s)	1b		No
c	Gift, grant, or capital contribution from related organization(s)	1c		No
d	Loans or loan guarantees to or for related organization(s)	1d		No
e	Loans or loan guarantees by related organization(s)	1e		No
f	Dividends from related organization(s)	1f		No
g	Sale of assets to related organization(s)	1g		No
h	Purchase of assets from related organization(s)	1h		No
i	Exchange of assets with related organization(s)	1i		No
j	Lease of facilities, equipment, or other assets to related organization(s)	1j		No
k	Lease of facilities, equipment, or other assets from related organization(s)	1k		No
l	Performance of services or membership or fundraising solicitations for related organization(s)	1l	Yes	
m	Performance of services or membership or fundraising solicitations by related organization(s)	1m		No
n	Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n	Yes	
o	Sharing of paid employees with related organization(s)	1o	Yes	
p	Reimbursement paid to related organization(s) for expenses	1p		No
q	Reimbursement paid by related organization(s) for expenses	1q	Yes	
r	Other transfer of cash or property to related organization(s)	1r		No
s	Other transfer of cash or property from related organization(s)	1s	Yes	

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) NATIONAL AUDUBON SOCIETY ACTION FUND	O	596,818	FMV

Part VI **Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

(a) Name, address, and EIN of entity	**(b)** Primary activity	**(c)** Legal domicile (state or foreign country)	**(d)** Predominant income (related, unrelated, excluded from tax under sections 512-514)	**(e)** Are all partners section 501(c)(3) organizations?		**(f)** Share of total income	**(g)** Share of end-of-year assets	**(h)** Disproprtionate allocations?		**(i)** Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	**(j)** General or managing partner?		**(k)** Percentage ownership
				Yes	**No**			**Yes**	**No**		**Yes**	**No**	

Part VII **Supplemental Information**

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

Return Reference	Explanation

Additional Data

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