

Part III

Statement of Program Service Accomplishments

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

☐ Yes ☒ No

1 Briefly describe the organization’s mission:

WE WORK TOWARDS A FUTURE WHERE BIRDS THRIVE ACROSS THE AMERICAS BECAUSE AUDUBON IS A POWERFUL, DIVERSE, AND EVER-GROWING FORCE FOR CONSERVATION. (CONTINUED ON SCHEDULE O).

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-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 \$ 159,093,147 including grants of \$ 12,167,696) (Revenue \$ 12,882,387)

SEE SCHEDULE O

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

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

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

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

4e Total program service expenses 159,093,147

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)?	11f Yes	
12a If "Yes," complete Schedule D, Part XI. Did the organization prepare, or 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 Yes	
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? 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?	26		No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a		No
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?	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?	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	670	
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)						
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	1,185			
b		If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b	Yes			
3a		Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a	Yes			
b		If "Yes," has it filed a Form 990-T for this year? 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						
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?		13a				
		Note. See the instructions for additional information the organization must report on Schedule O.						
b		Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		13b				
c		Enter the amount of reserves on hand		13c				
14a		Did the organization receive any payments for indoor tanning services during the tax year?		14a			No	
b		If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		14b				
15		Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?		15			No	
16		Is the organization subject to the section 4968 excise tax on net investment income?		16			No	
17		Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953?		17				
		If "Yes," complete Form 6069.						

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.		
1b	Enter the number of voting members included in line 1a, above, who are independent		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	No
6	Did the organization have members or stockholders?	6	Yes
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	Yes
7b	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:		
8a	a The governing body?	8a	Yes
8b	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
10b	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
12b	b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes
12c	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
15a	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?		
15b	a The organization's CEO, Executive Director, or top management official	15a	Yes
15b	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
16b	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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization’s **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization’s **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(1) ELIZABETH M GRAY CHIEF EXECUTIVE OFFICER	40.00 2.00	X		X				1,003,736	0	30,588
(2) SUSAN BELL CHAIR (THRU 09/24)	8.00 0.00	X		X				0	0	0
(3) GEORGE S GOLUMBESKI VICE CHAIR/CHAIR (AS OF 09/24)	8.00 0.00	X		X				0	0	0
(4) KATHY SULLIVAN VICE CHAIR	8.00 0.00	X		X				0	0	0
(5) SUSAN ORR SECRETARY, VICE CHAIR (AS OF 02/25)	8.00 2.00	X		X				0	0	0
(6) VICTOR L HYMES TREASURER (THRU 03/25)	8.00 0.00	X		X				0	0	0
(7) RODNEY BROWN TREASURER (AS OF 06/25)	8.00 0.00	X		X				0	0	0
(8) ANNE BECKETT DIRECTOR	8.00 0.00	X						0	0	0
(9) SHELLY CIHAN DIRECTOR	8.00 0.00	X						0	0	0
(10) JOHANNA FUENTES DIRECTOR	8.00 0.00	X						0	0	0
(11) KEVIN HARRIS DIRECTOR	8.00 0.00	X						0	0	0
(12) JESSICA HELLMANN DIRECTOR	8.00 0.00	X						0	0	0
(13) PAMELA HURTADO BERGER DIRECTOR (AS OF 03/25)	8.00 0.00	X						0	0	0
(14) RICHARD H LAWRENCE DIRECTOR (THRU 09/24)	8.00 0.00	X						0	0	0
(15) STEFFANIE MUNGUIA DIRECTOR	8.00 0.00	X						0	0	0
(16) ANGEL ORTIZ DIRECTOR	8.00 0.00	X						0	0	0
(17) MAMIE PARKER DIRECTOR (AS OF 03/25)	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 (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(18) THERESA PELLA DIRECTOR	8.00 0.00	X						0	0	0
(19) R CYNTHIA PRUETT DIRECTOR	8.00 0.00	X						0	0	0
(20) DIANE ROSS-LEECH DIRECTOR	8.00 0.00	X						0	0	0
(21) PHIL SWAN DIRECTOR (THRU 02/25)	8.00 0.00	X						0	0	0
(22) LILI TAYLOR DIRECTOR	8.00 0.00	X						0	0	0
(23) BERNARDO VARGAS-GIBSONE DIRECTOR	8.00 0.00	X						0	0	0
(24) JOSEPH WATTS DIRECTOR (THRU 02/25)	8.00 0.00	X						0	0	0
(25) ANNA WARWICK RIGGS DIRECTOR	8.00 2.00	X						0	0	0
(26) INGRID M MILNE CHIEF FINANCIAL OFFICER	40.00 2.00			X				362,925	0	51,134
(27) NEETA D HATLEY VP, CONTROLLER, TREASURY & FIN OPS	40.00 2.00			X				254,895	0	20,645
(28) CHARLOTTE D YOUNG VP & GENERAL COUNSEL	40.00 2.00			X				392,545	0	56,238
(29) MARSHALL JOHNSON CHIEF CONSERVATION OFFICER	40.00 2.00				X			396,571	0	42,371
(30) MAXINE G SOMERVILLE CHIEF PEOPLE AND CULTURE OFFICER	40.00 0.00					X		395,328	0	56,968
(31) SARAH M ROSE VP, CLIMATE ACTION, NORTH AMERICA	40.00 2.00					X		350,120	0	25,705
(32) LISETTE M PEACOCK CHIEF EQUITY, DIVERSITY, INCLUSION OFFICER	40.00 0.00					X		374,043	0	48,504
(33) ALLISON E VOGT CHIEF STRATEGY INTEGRATION OFFICER	40.00 0.00					X		330,636	0	27,000
(34) JUSTIN E STOKES DEPUTY CHIEF CONSERVATION OFFICER	40.00 2.00					X		323,139	0	35,780
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A . . .										
d Total (add lines 1b and 1c)							4,183,938	0	394,933	

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 259

3

Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*

3

No

4

For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? *If "Yes," complete Schedule J for such individual*

4

Yes

5

Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization?*If "Yes," complete Schedule J for such person*

5

No

Section B. Independent Contractors

1

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

(A) Name and business address	(B) Description of services	(C) Compensation
SAMPSON CONSTRUCTION CO INC 5825 S 14TH ST LINCOLN, NE 68512	CONSTRUCTION SERVICES	8,284,594
RWT PRODUCTION LLC 8932 ORANGE HUNT LANE ANNANDALE, VA 22003	MAILING SERVICES	2,580,806
ALLEGIANCE FUNDRAISING GROUP LLC PO BOX 790379 ST LOUIS, MO 631790379	DIGITAL MARKETING SUPPORT	2,212,091
STAGECOACH DIGITAL 1631 NE BROADWAY 346 PORTLAND, OR 97232	FUNDRAISING SERVICES	1,683,228
O'BRIEN GARRETT 1930 18TH ST NW STE B2-2259 WASHINGTON, DC 20009	FUNDRAISING SERVICES	914,514
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 110		

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 Other	1a Federated campaigns . . . b Membership dues . . . c Fundraising events . . . d Related organizations e Government grants (contributions) f All other contributions, gifts, grants, and similar amounts not included above g Noncash contributions included in lines 1a - 1f:\$ h Total. Add lines 1a-1f . . .	1a				
Amt Similar Amounts		1b				
		1c	1,049,753			
		1d				
		1e	23,717,677			
		1f	141,971,269			
		1g	11,455,532			
				166,738,699		
Program Service Revenue	2a CONTRACTUAL REVENUE	Business Code				
		900099	4,307,670	4,307,670		
	b MITIGATION FEES	900099	2,910,505	2,910,505		
	c ADMISSIONS	900099	1,930,899	1,930,899		
	d REGISTRATION FEES	900099	1,831,547	1,831,547		
	e TUITION INCOME	900099	360,748	360,748		
	f All other program service revenue.		585,757	585,757		
	g Total. Add lines 2a-2f.	11,927,126				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		5,347,856		46,101	5,301,755
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties		981,932			981,932
	6a Gross rents	(i) Real	(ii) Personal			
		6a	1,357,074			
		6b	0			
	c Rental income or (loss)	6c	1,357,074			
	d Net rental income or (loss)		1,357,074			1,357,074
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other			
		7a	35,890,896	40,070		
		7b	26,549,828	0		
	c Gain or (loss)	7c	9,341,068	40,070		
	d Net gain or (loss)		9,381,138			9,381,138
	8a Gross income from fundraising events (not including \$ 1,049,753 of contributions reported on line 1c). See Part IV, line 18	8a	233,088			
		8b	402,203			
	c Net income or (loss) from fundraising events		-169,115			-169,115
	9a Gross income from gaming activities. See Part IV, line 19	9a	2,677			
		9b	0			
	c Net income or (loss) from gaming activities		2,677			2,677
	10a Gross sales of inventory, less returns and allowances	10a	1,731,520			
		10b	776,259			
	c Net income or (loss) from sales of inventory		955,261	955,261		
Other	11a INSURANCE RECOVERIES	Business Code				
		900099	364,187			364,187
	b LIST RENTAL	900099	172,477			172,477
	c AUCTION INCOME	900099	108,519			108,519
	d All other revenue		132,680			132,680
	e Total. Add lines 11a-11d		777,863			
	12 Total revenue. See instructions		197,300,511	12,882,387	46,101	17,633,324

OtherRevenueMiscAmt

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	8,482,838	8,482,838		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	2,301,322	2,301,322		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	1,383,536	1,383,536		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	2,410,672	1,772,984	369,362	268,326
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	82,482,235	67,002,961	4,741,947	10,737,327
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	5,387,369	4,364,574	324,368	698,427
9 Other employee benefits	10,653,545	8,630,964	641,438	1,381,143
10 Payroll taxes	6,013,939	4,872,189	362,093	779,657
11 Fees for services (non-employees):				
a Management				
b Legal	461,418	172,454	288,964	
c Accounting	255,859		255,859	
d Lobbying	463,181	463,181		
e Professional fundraising services. See Part IV, line 17	5,138,272			5,138,272
f Investment management fees	1,211,827		1,211,827	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	26,533,255	24,392,990	31,455	2,108,810
12 Advertising and promotion	1,620,919	87,084	137	1,533,698
13 Office expenses	19,016,284	14,286,524	170,049	4,559,711
14 Information technology	1,451,919	745,407	405,587	300,925
15 Royalties	1,124,931	1,124,931		
16 Occupancy	5,197,531	4,362,639	515,822	319,070
17 Travel	3,652,467	3,053,504	243,252	355,711
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	1,342,791	895,499	231,559	215,733
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	3,775,712	3,507,954	198,887	68,871
23 Insurance	1,934,514	1,511,012	381,103	42,399
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 PROG. RESTORATION WORK	2,062,535	2,062,535		
b CREDIT CARD/BANK FEES	1,921,270	1,467,045	195,783	258,442
c SUBSCRIPTIONS & DUES	1,561,922	1,331,565	53,729	176,628
d MEMBERSHIP FULLFILLMENT	1,528,394	702,904		825,490
e All other expenses	123,016	114,551	2,361	6,104
25 Total functional expenses. Add lines 1 through 24e	199,493,473	159,093,147	10,625,582	29,774,744
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).	15,882,000	8,843,000	0	7,039,000

Part X

Balance Sheet

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

☐

				(A)		(B)	
				Beginning of year		End of year	
Assets	1	Cash—non-interest-bearing		14,747,146	1	9,012,472	
	2	Savings and temporary cash investments		82,468,481	2	11,370,636	
	3	Pledges and grants receivable, net		22,648,156	3	44,064,995	
	4	Accounts receivable, net		19,998,631	4	27,005,871	
	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		371,021	8	455,399	
	9	Prepaid expenses and deferred charges		3,761,146	9	3,906,749	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	221,583,703			
	b	Less: accumulated depreciation	10b	58,921,474	156,552,756	10c	162,662,229
	11	Investments—publicly traded securities		16,524,905	11	6,222,354	
	12	Investments—other securities. See Part IV, line 11		294,658,132	12	368,983,381	
	13	Investments—program-related. See Part IV, line 11			13		
	14	Intangible assets			14		
	15	Other assets. See Part IV, line 11		10,508,084	15	7,630,471	
16	Total assets: Add lines 1 through 15 (must equal line 33)		622,238,458	16	641,314,557		
Liabilities	17	Accounts payable and accrued expenses		18,971,589	17	20,654,712	
	18	Grants payable			18		
	19	Deferred revenue		2,146,204	19	2,162,487	
	20	Tax-exempt bond liabilities			20		
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		8,239,578	21	9,280,336	
	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		21,413,902	25	18,900,637	
	26	Total liabilities: Add lines 17 through 25		50,771,273	26	50,998,172	
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		255,553,172	27	240,480,427	
	28	Net assets with donor restrictions		315,914,013	28	349,835,958	
	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		571,467,185	32	590,316,385	
	33	Total liabilities and net assets/fund balances		622,238,458	33	641,314,557	

Part XI

Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	197,300,511
2	Total expenses (must equal Part IX, column (A), line 25)	2	199,493,473
3	Revenue less expenses. Subtract line 2 from line 1	3	-2,192,962
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	571,467,185
5	Net unrealized gains (losses) on investments	5	17,240,304
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	3,801,858
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	590,316,385

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? 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		No
b Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis	Yes	
c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	Yes	
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.	Yes	

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

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?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	118,008,171	123,730,301	142,833,540	131,745,204	166,738,699	683,055,915
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	118,008,171	123,730,301	142,833,540	131,745,204	166,738,699	683,055,915
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)						61,280,179
6 Public support. Subtract line 5 from line 4.						621,775,736

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4.	118,008,171	123,730,301	142,833,540	131,745,204	166,738,699	683,055,915
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	7,038,271	6,892,651	7,027,366	6,987,736	7,686,862	35,632,886
9 Net income from unrelated business activities, whether or not the business is regularly carried on.	0	0	53,791	0	0	53,791
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.).	5,397,453	517,873	423,009	905,277	1,013,628	8,257,240
11 Total support. Add lines 7 through 10						726,999,832
12 Gross receipts from related activities, etc. (see instructions)					12	43,558,796

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f) divided by line 11, column (f))	14	85.530 %
15 Public support percentage for 2023 Schedule A, Part II, line 14	15	84.400 %

- 16a 33 1/3% support test—2024.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here**. The organization qualifies as a publicly supported organization ☒
- b 33 1/3% support test—2023.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here**. The organization qualifies as a publicly supported organization ☐
- 17a 10%-facts-and-circumstances test—2024.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here**. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ☐
- b 10%-facts-and-circumstances test—2023.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here**. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ☐
- 18 Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ☐

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

Section A. Public Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						
c Add lines 7a and 7b. .						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
9 Amounts from line 6. . .						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . .						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .						
13 Total support. (Add lines 9, 10c, 11, and 12.) .						
14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						☐

Section C. Computation of Public Support Percentage		
15 Public support percentage for 2024 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2023 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage		
17 Investment income percentage for 2024 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2023 Schedule A, Part III, line 17	18	
19a 33 1/3% support tests—2024. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization		☐
b 33 1/3% support tests—2023. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization		☐
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions		☐

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>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.</i>		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
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)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>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.</i>		
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)? <i>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.</i>		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? <i>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).</i>		
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?		
c	Substitutions only. Was the substitution the result of an event beyond the organization's control?		
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? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," complete Part I of Schedule L (Form 990) .</i>		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
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))? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
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)? <i>If "Yes," answer line 10b below.</i>		
b	Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).</i>		

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?		
b	A family member of a person described on 11a above?		
c	A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to 11a, 11b, or 11c, provide detail in Part VI.</i>		

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? <i>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.</i>		
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? <i>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.</i>		

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)? <i>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).</i>		

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?		
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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
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? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

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.			
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? <i>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.</i>			
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? <i>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.</i>			
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? <i>If "Yes" or "No", provide details in Part VI.</i>			
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI. the role played by the organization in this regard.</i>			

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 (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

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

7

☐

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

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)		
Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions	8
9	Distributable amount for 2024 from Section C, line 6	9
10	Line 8 amount divided by Line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	(iii) Distributable Amount for 2024
1	Distributable amount for 2024 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2024 (reasonable cause required-- explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2024:		
a	From 2019.		
b	From 2020.		
c	From 2021.		
d	From 2022.		
e	From 2023.		
f	Total of lines 3a through e		
g	Applied to underdistributions of prior years		
h	Applied to 2024 distributable amount		
i	Carryover from 2019 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2024 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2024 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, explain in Part VI . See instructions.		
6	Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2025. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2020.		
b	Excess from 2021.		
c	Excess from 2022.		
d	Excess from 2023.		
e	Excess from 2024.		

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

Facts And Circumstances Test	
Return Reference	Explanation
SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME:	INSURANCE RECOVERIES - 2020 AMOUNT: \$ 106,811. 2021 AMOUNT: \$ 85,412. 2022 AMOUNT: \$ 689. 2023 AMOUNT: \$ 237,432. 2024 AMOUNT: \$ 364,187. SPECIAL EVENTS - 2020 AMOUNT: \$ 65,245. 2021 AMOUNT: \$ 149,918. 2022 AMOUNT: \$ 176,092. 2023 AMOUNT: \$ 119,763. 2024 AMOUNT: \$ 235,765. LIST RENTAL - 2020 AMOUNT: \$ 144,298. 2021 AMOUNT: \$ 157,837. 2022 AMOUNT: \$ 105,170. 2023 AMOUNT: \$ 257,125. 2024 AMOUNT: \$ 172,477. AUCTION INCOME - 2020 AMOUNT: \$ 0. 2021 AMOUNT: \$ 0. 2022 AMOUNT: \$ 31,169. 2023 AMOUNT: \$ 8,875. 2024 AMOUNT: \$ 108,519. MANAGEMENT FEE - 2020 AMOUNT: \$ 0. 2021 AMOUNT: \$ 0. 2022 AMOUNT: \$ 0. 2023 AMOUNT: \$ 124,599. 2024 AMOUNT: \$ 75,089. MISCELLANEOUS - 2020 AMOUNT: \$ 340,694. 2021 AMOUNT: \$ 121,120. 2022 AMOUNT: \$ 82,195. 2023 AMOUNT: \$ 126,820. 2024 AMOUNT: \$ 29,132. ADMIN SERVICES TO AF - 2020 AMOUNT: \$ 0. 2021 AMOUNT: \$ 0. 2022 AMOUNT: \$ 27,694. 2023 AMOUNT: \$ 30,663. 2024 AMOUNT: \$ 26,036. LITIGATION RECOVERIES - 2020 AMOUNT: \$ 4,740,405. 2021 AMOUNT: \$ 3,586. 2022 AMOUNT: \$ 0. 2023 AMOUNT: \$ 0. 2024 AMOUNT: \$ 2,423.

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Schedule B (Form 990) (Rev. January 2025) Department of the Treasury Internal Revenue Service	Schedule of Contributors ▶ Attach to Form 990, 990-EZ, or 990-PF. ▶ Go to www.irs.gov/Form990 for the latest information.	OMB No. 1545-0047
Name of the organization NATIONAL AUDUBON SOCIETY INC		Employer identification number 13-1624102

Organization type (check one):

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

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

General Rule

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

Special Rules

☐ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33¹/₃% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000 or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.

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

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

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

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

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

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

Name of organization
NATIONAL AUDUBON SOCIETY INC

Employer identification number
13-1624102

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

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

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

Part III

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

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

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	

Additional Data

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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
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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.															
<table><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e.</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000.</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000.</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000.</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000.</td></tr></table>		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.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g Grassroots nontaxable amount (enter 25% of line 1f)															
h Subtract line 1g from line 1a. If zero or less, enter -0-															
i Subtract line 1f from line 1c. If zero or less, enter -0-															
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		☐ Yes ☐ No													

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B

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

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

		(a)		(b)
		Yes	No	Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?	Yes		
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		1,823,380
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		No	
i	Other activities?	Yes		470,341
j	Total. Add lines 1c through 1i			2,293,721
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. IN 2025, 9 VOLUNTEERS SPENT 58.5 HOURS ENGAGED IN LOBBYING ON CAPITOL HILL, WITH ONE MEETING BEING WITH THE ADMINISTRATION. THESE VOLUNTEERS ADVOCATED FOR RETAINING CONSERVATION FUNDING IN THE FARM BILL.

Additional Data

Return to Form

Software ID:

Software Version:

Name of the organization NATIONAL AUDUBON SOCIETY INC	Employer identification number 13-1624102
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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.	
a	Total number of conservation easements	2a 26
b	Total acreage restricted by conservation easements	2b 6,000.00
c	Number of conservation easements on a certified historic structure included in (a)	2c
d	Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d
3	Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ 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 ▶ 50.00	
7	Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ 0	
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	▶ \$ 104,325
	(ii) Assets included in Form 990, Part X	▶ \$ 475,753
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

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

4

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

5

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

☐ Yes

☒ No

Part IV

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

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☒ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

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

b

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

Part V

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	223,633,293	208,975,689	200,942,549	232,436,038	191,952,355
b Contributions	350,237	3,981,553	875,377	302,563	1,018,035
c Net investment earnings, gains, and losses	19,711,962	17,709,716	14,156,681	-25,752,217	45,052,992
d Grants or scholarships	36,816	24,420	69,174	22,848	22,824
e Other expenditures for facilities and programs	7,967,428	7,009,245	6,929,744	6,020,987	5,564,520
f Administrative expenses					
g End of year balance	235,691,248	223,633,293	208,975,689	200,942,549	232,436,038

2

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

a

Board designated or quasi-endowment ▶ 14.340 %

b

Permanent endowment ▶ 52.210 %

c

Term endowment ▶ 33.450 %

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

3a

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

(i) Unrelated organizations

(ii) Related organizations

b

If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?

	Yes	No
3a(i)	Yes	
3a(ii)		No
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		106,405,783		106,405,783
b Buildings		58,429,298	31,414,628	27,014,670
c Leasehold improvements		23,377,709	16,429,119	6,948,590
d Equipment		14,503,772	11,077,727	3,426,045
e Other		18,867,141		18,867,141
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				162,662,229

Schedule D (Form 990) (Rev. 1-2025)

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	171,045,912	F
(B) PRIVATE EQUITY	73,851,767	F
(C) FIXED INCOME	60,373,923	F
(D) BENEFICIAL INTEREST IN TRUSTS	45,353,307	F
(E) COMMON TRUST FUNDS	10,865,642	F
(F) REAL ASSETS	7,492,830	F
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)	368,983,381	

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	
OPERATING LEASE LIABILITIES	10,771,308
OBLIGATIONS UNDER CHARITABLE TRUSTS	7,623,341
PENSION AND POSTRETIREMENT BENEFIT OBLIGATION	248,641
FINANCING LEASE LIABILITIES	142,530
OTHER LIABILITIES	114,817
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	18,900,637
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 ☒	

Schedule D (Form 990) (Rev. 1-2025)

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	221,715,364
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	17,240,304	
b	Donated services and use of facilities	2b	5,307,247	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	2,676,927	
e	Add lines 2a through 2d		2e	25,224,478
3	Subtract line 2e from line 1		3	196,490,886
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	1,211,827	
b	Other (Describe in Part XIII.)	4b	-402,202	
c	Add lines 4a and 4b		4c	809,625
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	197,300,511

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	202,866,164
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	5,307,247	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d	-1,124,931	
e	Add lines 2a through 2d		2e	4,182,316
3	Subtract line 2e from line 1		3	198,683,848
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	1,211,827	
b	Other (Describe in Part XIII.)	4b	-402,202	
c	Add lines 4a and 4b		4c	809,625
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	199,493,473

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 ACQUIRING, MONITORING AND ENFORCING CONSERVATION EASEMENTS. THESE POLICIES INCLUDE REQUIREMENTS FOR LANDOWNER MEETINGS, COMPLETION OF QUESTIONNAIRES TO ENSURE LANDOWNER COMPLIANCE, ANNUAL SITE INSPECTIONS, ASSIGNMENT OF STAFF TO MONITOR EACH EASEMENT, AND BOARD APPROVAL.
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, 2025, AUDUBON RECEIVED \$104,000 IN DONATED ARTWORK. THE ARTWORK WAS NOT CAPITALIZED AS THE INDIVIDUAL ARTWORK WAS EITHER SOLD WITHIN THE REPORTING PERIOD OR BELOW AUDUBON'S CAPITALIZATION THRESHOLD OF \$5,000.
PART IV, LINE 2B:	FUNDS HELD FOR OTHERS: AUDUBON HOLDS APPROXIMATELY \$9,280,000 IN AGENCY FUNDS FOR OTHER ORGANIZATIONS AND INDEPENDENT AUDUBON CHAPTERS. 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 THE ENDOWMENT FUNDS AS A PERCENTAGE OF THE AVERAGE OF THE ROLLING FIVE YEAR-END MARKET VALUES, SUBJECT TO LIMITATIONS WHERE APPLICABLE UNDER DONOR RESTRICTIONS OR REGULATORY REQUIREMENTS. THE SPENDING LIMITS WERE 2% TO 4.5% THROUGH FISCAL YEAR 2024, AND AMENDED TO A FLAT RATE OF 5% FOR ALL FUNDS, SUBJECT TO DONOR OR OTHER RESTRICTIONS WHERE APPLICABLE, FOR FISCAL YEAR 2025. THE AMOUNTS REPORTED IN SCHEDULE D, PART V, ALSO INCLUDE THE VALUE OF LAND HELD BY THE ENDOWMENT WORTH \$11,180,000.
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 4,267,084. CHARITABLE TRUST ADDITIONS 360,257. PENSION AND POSTRETIREMENT RELATED CHANGES -825,483. RECLASSIFICATION OF ROYALTY EXPENSES -1,124,931.
PART XI, LINE 4B - OTHER ADJUSTMENTS:	RECLASSIFICATION OF SPECIAL EVENT EXPENSES -402,202.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	RECLASSIFICATION OF ROYALTY EXPENSES -1,124,931.
PART XII, LINE 4B - OTHER ADJUSTMENTS:	RECLASSIFICATION OF SPECIAL EVENT EXPENSES -402,202.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

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 or 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 Activities 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) SOUTH AMERICA	1	32	GRANTMAKING		795,167
(2) NORTH AMERICA	0	17	GRANTMAKING		291,593
(3) CENTRAL AMERICA AND THE CARIBBEAN	0	16	GRANTMAKING		216,115
(4) EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	GRANTMAKING		80,661
(5) CENTRAL AMERICA AND THE CARIBBEAN	0	0	INVESTMENTS		
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Sub-total	1	65			1,383,536
b Total from continuation sheets to Part I	0	0			0
c Totals (add lines 3a and 3b)	1	65			1,383,536

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)			SOUTH AMERICA	GENERAL SUPPORT	440,000	WIRE TRANSFER	0		
(2)			SOUTH AMERICA	GENERAL SUPPORT	335,000	WIRE TRANSFER	0		
(3)			NORTH AMERICA	GENERAL SUPPORT	174,658	WIRE TRANSFER	0		
(4)			CENTRAL AMERICA AND THE CARIBBEAN	GENERAL SUPPORT	112,490	WIRE TRANSFER	0		
(5)			NORTH AMERICA	GENERAL SUPPORT	86,109	WIRE TRANSFER	0		
(6)			EUROPE (INCLUDING ICELAND & GREENLAND)	GENERAL SUPPORT	55,000	WIRE TRANSFER	0		
(7)			CENTRAL AMERICA AND THE CARIBBEAN	GENERAL SUPPORT	50,000	WIRE TRANSFER	0		
(8)			EUROPE (INCLUDING ICELAND & GREENLAND)	GENERAL SUPPORT	25,593	WIRE TRANSFER	0		
(9)			CENTRAL AMERICA AND THE CARIBBEAN	GENERAL SUPPORT	21,625	WIRE TRANSFER	0		
(10)			NORTH AMERICA	GENERAL SUPPORT	20,000	WIRE TRANSFER	0		
(11)			CENTRAL AMERICA AND THE CARIBBEAN	GENERAL SUPPORT	10,000	WIRE TRANSFER	0		
(12)			SOUTH AMERICA	GENERAL SUPPORT	7,846	WIRE TRANSFER	0		
(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

12

3 Enter total number of other organizations or entities

0

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) GENERAL SUPPORT	CENTRAL AMERICA AND THE CARIBBEAN	1	10,500	WIRE TRANSFER			
(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

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.

[illegible]

Additional Data

Software ID:

Software Version:

SCHEDULE G
(Form 990)
(Rev. January 2025)

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

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

e

☒ Solicitation of non-government grants

b

☒ Internet and email solicitations

f

☒ Solicitation of government grants

c

☒ Phone solicitations

g

☒ Special fundraising events

d

☒ In-person solicitations

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?		(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
		Yes	No			
1 STAGECOACH DIGITAL 1631 NE BROADWAY 346 PORTLAND, OR 97232	COUNSEL		No	0	1,728,009	-1,728,009
2 O'BRIEN GARRETT 1930 18TH ST NW STE B2-2259 WASHINGTON, DC 20009	COUNSEL		No	0	1,071,660	-1,071,660
3 NATURAL PARTNERS 7 PHILIP STREET CUMBERLAND, ME 04021	COUNSEL		No	0	258,804	-258,804
4 NEW CANVASSING EXPERIENCE INC 1526 BERLIN ROAD CHERRY HILL, NJ 08003	SOLICITOR		No	0	1,268,575	-1,268,575
5 ALLEGIANCE FUNDRAISING GROUP PO BOX 790379 ST LOUIS, MO 63179	COUNSEL		No	0	331,542	-331,542
6 INTEGRAL 1350 CONNECTICUT AVE NW STE 206 WASHINGTON, DC 20036	COUNSEL		No	0	216,000	-216,000
7 CAUSEWORX 2 MCNAMARA CT AJAX, ONTARIO CA L1T 4W6	SOLICITOR		No	0	10,938	-10,938
8 NATHALIE BERGER 97 ELM RIDGE ROAD PRINCETON, NJ 08540	COUNSEL		No	0	32,000	-32,000
9 THE STELTER COMPANY PO BOX 5228 DES MOINES, IA 50305	COUNSEL		No	0	220,744	-220,744
10						
Total ▶					5,138,272	-5,138,272

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.

A L, A K, A R, C A, C O, C T, D C, F L, G A, H I, I L, I N, K S, K Y, L A, M E, M D, M A, M I, M N, M S, M O, N V, N H, N J, N M, N Y, N C, N D, O H, O K, O R, P A, R I, S C, T N, U T, V A, W A, W V, W I

.....

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Cat. No. 50083H Schedule G (Form 990) (Rev. 1-2025)

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.

Revenue		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		LEADERSHIP (event type)	CONSERVATION (event type)	15 (total number)	(add col. (a) through col. (c))
	1 Gross receipts	456,734	261,928	564,179	1,282,841
	2 Less: Contributions	374,609	206,928	468,216	1,049,753
	3 Gross income (line 1 minus line 2)	82,125	55,000	95,963	233,088
Direct Expenses	4 Cash prizes				
	5 Noncash prizes	2,526	3,000	3,026	8,552
	6 Rent/facility costs		138	11,226	11,364
	7 Food and beverages	48,422	80,600	98,595	227,617
	8 Entertainment	15,048	20,973	13,425	49,446
	9 Other direct expenses	6,955	59,374	38,895	105,224
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				402,203
	11 Net income summary. Subtract line 10 from line 3, column (d) ▶				-169,115

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.

Revenue		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col.(a) through col.(c))
	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 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, AUDUBON 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.

Part IIIGrants 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) GRANTS/SCHOLARSHIPS	188	2,274,392			
(2) AWARDS/APPRECIATION	20	26,930			
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IVSupplemental 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 GRANTEEES WITH RESPECT TO PROGRAM REQUIREMENTS. GRANTEEES ARE REQUIRED TO SUBMIT FINANCIAL AND PROGRAM REPORTS ON A TIMELY BASIS TO PARTICIPATE IN AN EVALUATION PROCESS. WITH RESPECT TO INDIVIDUAL AWARDS, GRANTS AND SCHOLARSHIPS, AUDUBON HAS VARIOUS PROGRAMS IN PLACE TO RECOGNIZE THE ACHIEVEMENTS OF INDIVIDUALS WORKING TO IMPROVE CONSERVATION ISSUES IMPACTING THEIR LOCAL COMMUNITIES. AUDUBON AWARDS THESE GRANTS BASED ON A DEMONSTRATION OF SUSTAINED CONSERVATION PRACTICES AND IMPROVEMENTS TO HABITATS/INFRASTRUCTURE. NO FURTHER MONITORING OF INDIVIDUAL GRANTS ARE REQUIRED SINCE THE FUNDS ARE ONLY AWARDED BASED ON INDIVIDUAL'S MEETING THE CRITERIA ESTABLISHED BY AUDUBON.

Additional Data

Return to Form

Software ID:
Software Version:

Part I		Questions Regarding Compensation	
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☒ 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		Yes No	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? b Participate in, or receive payment from, a supplemental nonqualified retirement plan? 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. Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		4a No 4b No 4c No	
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? b Any related organization? If "Yes," on line 5a or 5b, describe in Part III.		5a No 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? b Any related organization? If "Yes," on line 6a or 6b, describe in Part III.		6a No 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 accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.			8 No
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?			9

Part II

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

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

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

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 ELIZABETH M GRAY CHIEF EXECUTIVE OFFICER	(i)	689,753	312,188	1,795	29,869	719	1,034,324	0
	(ii)	----	----	----	----	----	----	----
2 MAXINE G SOMERVILLE CHIEF PEOPLE AND CULTURE OFFICER	(i)	322,573	70,000	2,755	29,685	27,283	452,296	0
	(ii)	----	----	----	----	----	----	----
3 CHARLOTTE D YOUNG VP & GENERAL COUNSEL	(i)	338,064	50,000	4,481	31,577	24,661	448,783	0
	(ii)	----	----	----	----	----	----	----
4 MARSHALL JOHNSON CHIEF CONSERVATION OFFICER	(i)	366,195	30,000	376	19,641	22,730	438,942	0
	(ii)	----	----	----	----	----	----	----
5 LISETTE M PEACOCK CHIEF EQUITY, DIVERSITY, INCLUSION OFFICER	(i)	313,029	60,000	1,014	25,754	22,750	422,547	0
	(ii)	----	----	----	----	----	----	----
6 INGRID M MILNE CHIEF FINANCIAL OFFICER	(i)	336,009	25,000	1,916	29,306	21,828	414,059	0
	(ii)	----	----	----	----	----	----	----
7 SARAH M ROSE VP, CLIMATE ACTION, NORTH AMERICA	(i)	276,760	71,565	1,795	24,986	719	375,825	0
	(ii)	----	----	----	----	----	----	----
8 JUSTIN E STOKES DEPUTY CHIEF CONSERVATION OFFICER	(i)	322,722	0	417	26,082	9,698	358,919	0
	(ii)	----	----	----	----	----	----	----
9 ALLISON E VOGT CHIEF STRATEGY INTEGRATION OFFICER	(i)	304,979	25,000	657	26,264	736	357,636	0
	(ii)	----	----	----	----	----	----	----
10 NEETA D HATLEY VP, CONTROLLER, TREASURY & FIN OPS	(i)	244,793	9,476	626	19,926	719	275,540	0
	(ii)	----	----	----	----	----	----	----

Part III

Supplemental Information

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

Return Reference	Explanation
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 2024, CHIEF EXECUTIVE OFFICER DR. ELIZABETH GRAY DID TRAVEL VIA FIRST-CLASS IN CERTAIN CIRCUMSTANCES.
PART I, LINE 7	DURING CALENDAR YEAR 2024, CHIEF EXECUTIVE OFFICER DR. ELIZABETH GRAY RECEIVED A BONUS OF \$312,188 IN RECOGNITION OF HER EXCEPTIONAL PERFORMANCE AND SUSTAINED LEADERSHIP DURING HER TENURE AT AUDUBON. THE BONUS HAS TWO COMPONENTS: \$100,000 AUTHORIZED IN 2023 AND PAID IN 2024, AND \$212,188 AUTHORIZED AND PAID IN 2024. THE BONUS WAS REVIEWED AND RECOMMENDED BY THE COMPENSATION COMMITTEE AND APPROVED BY THE BOARD, REFLECTING THE CEO'S DECISIVE AND VISIONARY LEADERSHIP AND DELIVERING A MEANINGFUL AND MEASURABLE IMPACT ON AUDUBON'S MISSION AND ORGANIZATIONAL SUCCESS. THROUGH A STRONG EMPHASIS ON SCIENCE BASED CONSERVATION, COLLABORATION, AND A HEMISPHERIC APPROACH, DR. GRAY HAS ADVANCED EFFORTS TO PROTECT BIRDS AND THE PLACES THEY NEED ACROSS THE AMERICAS. UNDER HER LEADERSHIP, AUDUBON HAS CONTINUED TO ENHANCE ITS CREDIBILITY, PARTNERSHIPS, GLOBAL VISIBILITY, AND FINANCIAL SUPPORT, ENABLING THE ORGANIZATION TO SUSTAIN AND EXPAND ITS PROGRAMS WHILE EFFECTIVELY ADDRESSING THE DUAL CRISES OF BIODIVERSITY LOSS AND CLIMATE CHANGE. FOR ALL OTHER BONUSES REPORTED IN SCHEDULE J, BONUSES ARE AWARDED BASED ON MERIT AND AWARDED AT THE DISCRETION OF MANAGEMENT OR THE BOARD.

Additional Data

Return to Form

Software ID:
Software Version:

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	4	104,325	FAIR MARKET VALUE
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods	X		400	FAIR MARKET VALUE
6 Cars and other vehicles	X	1	8,000	FAIR MARKET VALUE
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	121	11,339,032	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				
Other (EQUIPMENT ►)	X	1	3,775	FAIR MARKET VALUE
25 Other ► ()				
26 Other ► ()				
27 Other ► ()				
28 Other ► ()				

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

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

[Return to Form](#)

Software ID:

Software Version:

Return Reference	Explanation
	CORKSCREW WATERSHED INITIATIVE IS EXPECTED TO DIRECT MORE THAN \$2 BILLION TOWARD RESTORATION PROJECTS ACROSS OVER 640,000 ACRES - WITH CORKSCREW SWAMP SANCTUARY AT ITS CORE. CLIMATE ACTION: TO DATE, AUDUBON HAS ADVANCED 70 PROJECTS THAT ACCELERATE DECARBONIZATION WHILE PROTECTING IMPORTANT HABITAT, MOVING FORWARD NEARLY 40 GIGAWATTS OF RENEWABLE GENERATION AND 10 GIGAWATTS OF TRANSMISSION. WE HAVE ALSO SEQUESTERED AND STORED 6.1 BILLION TONS OF CARBON, WITH AN ADDITIONAL 14.7 BILLION TONS PROJECTED FROM LANDSCAPES WHERE LASTING PROTECTION AND RESTORATION ARE ALREADY UNDERWAY - A POWERFUL REFLECTION OF THE IMPACT OF CONSERVATION ACTION TODAY. THIS MOMENTUM POSITIONS US TO HELP DEPLOY 100 GIGAWATTS OF RENEWABLE ENERGY BY 2028 AND TO ACHIEVE OUR AMBITIOUS GOAL OF STORING 30 BILLION TONS OF CARBON THROUGH NATURAL CLIMATE SOLUTIONS BY 2028. KEY HIGHLIGHTS INCLUDE: RICH IN BIODIVERSITY AND HIGHLY ADAPTABLE, MANGROVE HABITATS HAVE LONG BEEN ESSENTIAL TO COASTAL COMMUNITIES THROUGHOUT THE TROPICS. FINANCED BY THE UK BLUE CARBON FUND THROUGH THE INTER-AMERICAN DEVELOPMENT BANK, AND IMPLEMENTED BY AUDUBON AND THE PANAMA AUDUBON SOCIETY, THE BLUE NATURAL HERITAGE PROJECT ASSESSED THE CAPACITY OF MANGROVES IN PANAMA'S BAY OF PANAMA AND PARITA BAY TO SLOW CLIMATE CHANGE. FINDINGS SHOW THAT OVER THE NEXT CENTURY, THESE MANGROVES ARE PROJECTED TO STORE AND CAPTURE 26.6 MILLION TONS OF CO2 - GENERATING AN ESTIMATED \$155 MILLION ANNUALLY IN ECONOMIC BENEFITS WHILE STABILIZING COASTLINES AND MITIGATING SEA-LEVEL RISE. THIS WORK MAKES A POWERFUL CASE FOR RESTORING AND SAFEGUARDING MANGROVE ECOSYSTEMS WORLDWIDE. AUDUBON TOOK CENTER STAGE AT CLIMATE WEEK NYC IN SEPTEMBER, BRINGING THOUGHT LEADERSHIP GROUNDED IN ROBUST SCIENCE. OUR EXPERTS PRESENTED A NEW FRAMEWORK FOR IDENTIFYING AREAS WHERE CONSERVATION CAN ADDRESS CLIMATE CHANGE WHILE BENEFITING BIRDS AND PEOPLE, AND HIGHLIGHTED AUDUBON CONSERVATION RANCHING AS A MODEL FOR NATURAL CLIMATE SOLUTIONS WITH SIGNIFICANT ECOLOGICAL AND ECONOMIC GAINS. A BILLBOARD FEATURING AN 80-FOOT-TALL HUMMINGBIRD IN NEARBY TIMES SQUARE CAUGHT THE ATTENTION OF TENS OF THOUSANDS OF PASSERSBY, SHINING A SPOTLIGHT ON THE CRITICAL ROLE BIRDS PLAY AS INDICATORS OF CLIMATE CHANGE. IN JANUARY 2025, AUDUBON RELEASED ITS BIRDS AND OFFSHORE WIND REPORT, OUTLINING A SCIENCE-BASED PATH TO ENVIRONMENTALLY RESPONSIBLE ENERGY DEVELOPMENT IN A CHANGING CLIMATE. THE REPORT EXAMINED THE UNIQUE ROLE AND ADVANTAGES OF OFFSHORE WIND RELATIVE TO OTHER ENERGY SOURCES AND IDENTIFIED STRATEGIES TO REDUCE POTENTIAL RISKS. IN CALIFORNIA, AUDUBON SUPPORTED THE ALLOCATION OF NEARLY \$240 MILLION FROM THE STATE'S CLIMATE BOND FOR PORT UPGRADES AHEAD OF OFFSHORE WIND IMPLEMENTATION. THESE UPGRADES INCLUDE COMMITMENTS TO REDUCE PORT EMISSIONS AND WILL LAY THE GROUNDWORK FOR AN ADDITIONAL 4.5 GIGAWATTS OF OFFSHORE WIND ENERGY ON THE CALIFORNIA GRID.
FORM 990, PART III, LINE 4A	IN WISCONSIN, AUDUBON WORKED CLOSELY WITH A RENEWABLE ENERGY DEVELOPER TO ENSURE THAT PLANS FOR THE STATE'S LARGEST SOLAR ENERGY PROJECT - A 9,500-ACRE INSTALLATION CAPABLE OF PRODUCING 1.3 GIGAWATTS, ENOUGH TO POWER NEARLY 1 MILLION HOMES - PROCEEDED IN ALIGNMENT WITH STATE AND FEDERAL CONSERVATION GOALS. DORAL RENEWABLES AGREED TO IMPLEMENT AN APPROACH AT ITS PROPOSED VISTA SANDS SOLAR FARM THAT CREATES CONNECTED HABITAT FOR SPECIES LIKE THE GREATER PRAIRIE CHICKEN AND COMMITTED \$2.1 MILLION TO SUPPORT WISCONSIN'S GREATER PRAIRIE CHICKEN RESTORATION PLAN. TOGETHER, THESE COMMITMENTS CLEARED THE PATH FOR PROJECT APPROVAL AND SET A GOLD STANDARD FOR COLLABORATIVELY ADVANCING CLIMATE SOLUTIONS. POLICY LEADERSHIP: BOLD POLICY ACTION AND SUSTAINED PUBLIC FUNDING ARE ESSENTIAL FOR REVERSING BIODIVERSITY LOSS AND ADDRESSING CLIMATE CHANGE. SINCE FLIGHT PLAN LAUNCHED, AUDUBON HAS CONTRIBUTED TO THE ADOPTION OF 100 POLICIES SHAPING A HEALTHIER FUTURE FOR BIRDS AND PEOPLE. KEY HIGHLIGHTS INCLUDE: AUDUBON MOBILIZED OUR MEMBERS TO SUPPORT THE BIRD BANDING LAB AND THE NORTH AMERICAN BREEDING BIRD SURVEY - PROGRAMS THAT HAVE QUIETLY POWERED CONSERVATION ACROSS THE UNITED STATES AND CANADA FOR DECADES BY PROVIDING CRITICAL DATA ON THE HEALTH OF THE NATURAL WORLD, INFORMING ENVIRONMENTAL DECISIONS, AND TRACKING PROGRESS TOWARD CONSERVATION GOALS. IN PARTNERSHIP WITH DUCKS UNLIMITED, THE AMERICAN BIRD CONSERVANCY, AND THE ASSOCIATION OF FISH & WILDLIFE AGENCIES, AUDUBON HOSTED A STATE OF THE BIRDS POLICY BRIEFING FOR 30 HOUSE AND SENATE STAFF FROM BOTH PARTIES TO HIGHLIGHT THE IMPORTANCE OF THESE PROGRAMS. NEARLY 24,000 COMMUNITY MEMBERS SENT MORE THAN 81,000 MESSAGES TO ELECTED OFFICIALS URGING THEM TO PROTECT FUNDING FOR THESE ESSENTIAL EFFORTS. SINCE 1988, MINNESOTA'S ENVIRONMENT AND NATURAL RESOURCES TRUST FUND HAS PROVIDED MORE THAN \$1 BILLION FOR CONSERVATION EFFORTS, INCLUDING HABITAT PROTECTION, ENVIRONMENTAL RESEARCH, AND CLEAN WATER INITIATIVES. AUDUBON COLLABORATED WITH LEGISLATORS, TRIBAL COMMUNITIES, AND BLACK-LED, LATINO, AND HMONG ORGANIZATIONS TO MOBILIZE VOTERS AND BUILD SUPPORT FOR ITS RENEWAL. VOTERS OVERWHELMINGLY APPROVED THE FUND'S REAUTHORIZATION FOR ANOTHER 25 YEARS - THIS TIME INCLUDING A COMMUNITY GRANTS PROGRAM TO BENEFIT SMALLER ORGANIZATIONS. FINANCED BY THE MINNESOTA STATE LOTTERY, THE FUND IS PROJECTED TO GENERATE AN ADDITIONAL \$2 BILLION BY 2050, SERVING AS A MODEL FOR HOW AUDUBON SCALES CONSERVATION IMPACT THROUGH PUBLIC FUNDING. TO HELP SECURE \$16 BILLION FOR AGRICULTURAL CONSERVATION PROGRAMS, AUDUBON BROUGHT FARMERS AND RANCHERS FROM SEVEN STATES TO WASHINGTON, D.C., WHERE THEY MET WITH 38 CONGRESSIONAL OFFICES. IN A POWERFUL DISPLAY OF DIPLOMACY IN ACTION, THESE LANDOWNERS DELIVERED A CLEAR AND UNIFIED MESSAGE: CONSERVATION WORKS, AND THESE PROGRAMS MAKE IT POSSIBLE AND PROFITABLE TO CONTINUE THEIR RANCHING HERITAGE. IN JULY, KEY PROGRAMS SUPPORTING HABITAT, ACCESS, AND SOIL AND WATER QUALITY ON PRIVATE LANDS RECEIVED RENEWED FUNDING. WORKING IN PARTNERSHIP WITH CHILE'S MINISTRY OF THE ENVIRONMENT, AUDUBON HAS PLAYED A CENTRAL ROLE IN SHAPING AND IMPLEMENTING THE COUNTRY'S NATIONAL BIRD CONSERVATION STRATEGY. IN OCTOBER 2025, CHILE LAUNCHED ITS FIRST-EVER ACTION PLAN FOR THE CONSERVATION OF SEABIRDS, A NATIONWIDE EFFORT THAT COMPLEMENTS AUDUBON'S ONGOING HABITAT CONSERVATION WORK IN THE COUNTRY. DEVELOPED IN COLLABORATION WITH AUDUBON AND MORE THAN 20 NGOS, ACADEMIC INSTITUTIONS, AND CIVIL SOCIETY ORGANIZATIONS, THE PLAN WILL ADVANCE SUSTAINABLE PRACTICES, STRENGTHEN CONSERVATION ALLIANCES, AND EMPOWER COMMUNITIES TO PLAY AN ACTIVE ROLE IN PROTECTING SEABIRD HABITATS. COMMUNITY BUILDING: FLIGHT PLAN UNITES AUDUBON'S COMMUNITY WORK, LINKING CONSERVATION ACTION CENTERS, SANCTUARIES, COMMUNITY AND CAMPUS CHAPTERS, NEXT GENERATION PROGRAMS, COMMUNITY SCIENCE INITIATIVES, AND MILLIONS OF MEMBERS AND SUPPORTERS INTO A POWERFUL NETWORK OF ACTION. IN 2025 ALONE, AUDUBON DIRECTLY ENGAGED 2.3 MILLION BIRD LOVERS AND CONSERVATIONISTS THROUGH THIS NETWORK. KEY HIGHLIGHTS INCLUDE: AUDUBON SUPPORTS MORE THAN 65 MOTUS STATIONS THAT TRACK RADIO-TAGGED BIRDS ACROSS THEIR MIGRATIONS. THIS YEAR, AUDUBON STAFF INSTALLED A MOTUS TOWER AT CLAFLIN UNIVERSITY - THE OLDEST HISTORICALLY BLACK COLLEGE AND UNIVERSITY IN SOUTH CAROLINA AND HOME TO AN AUDUBON ON CAMPUS CHAPTER. IN AUGUST, THE CINAGA DE MALLORQUEN ECOPARK IN BARRANQUILLA, COLOMBIA, INAUGURATED ITS FIRST EDUCATIONAL BIRD

Return Reference	Explanation
	GALLERY, MADE POSSIBLE WITH SUPPORT FROM AUDUBON. THE SERIES OF 50 INFORMATIONAL PLAQUES HIGHLIGHTS THE ECOLOGICAL RICHNESS OF THE WETLAND, HOME TO MORE THAN 150 BIRD SPECIES, AND PROMOTES ENVIRONMENTAL EDUCATION AND CONSERVATION AMONG ITS MORE THAN 300,000 ANNUAL VISITORS. THE ECOPARK - A "SISTER CENTER" TO THE AUDUBON CENTER & SANCTUARY AT FRANCIS BEIDLER FOREST IN SOUTH CAROLINA - ALSO GENERATES ECONOMIC BENEFITS FOR COMMUNITY MEMBERS, WHO SERVE AS DOCENTS AND OPERATE LOCAL BUSINESSES. AUDUBON SUPPORTS BUDDING CONSERVATIONISTS THROUGH A CONSTELLATION OF PROGRAMS - FROM EARLY EDUCATION AT AUDUBON CENTERS TO CAMPUS CHAPTERS AND PROFESSIONAL FELLOWSHIPS WITHIN OUR ORGANIZATION. THESE PATHWAYS OFTEN LEAD TO REWARDING CAREERS IN CONSERVATION. FOR EXAMPLE, BRIAN CAMMARANO FIRST CONNECTED WITH AUDUBON THROUGH OUR CONSERVATION LEADERSHIP INITIATIVE IN FLORIDA, A UNIQUE CO-MENTORING PROGRAM LINKING COLLEGE STUDENTS WITH EXPERIENCED CHAPTER LEADERS. HE WENT ON TO LAUNCH A CAMPUS CHAPTER AT THE UNIVERSITY OF CENTRAL FLORIDA, JOIN PROJECT PUFFIN IN MAINE, AND RETURN TO FLORIDA AS A SENIOR COORDINATOR. TODAY, HE LEADS COASTAL STEWARDSHIP ACROSS THE PANHANDLE AND MENTORS THE NEXT GENERATION - JUST AS HE WAS ONCE MENTORED. FOR FOUR DAYS EACH FEBRUARY, MORE THAN 800,000 PEOPLE AROUND THE WORLD HEAD INTO WOODS, FIELDS, WETLANDS, AND BACKYARDS TO RECORD THE BIRDS THEY SEE AND HEAR FOR THE GREAT BACKYARD BIRD COUNT - A TALLY THAT REACHED 8,078 SPECIES THIS YEAR. SINCE ITS FOUNDING IN 1998, THE GREAT BACKYARD BIRD COUNT HAS HELPED AUDUBON, THE CORNELL LAB OF ORNITHOLOGY, AND BIRDS CANADA TRACK LONG-TERM CHANGES IN BIRD POPULATIONS BY CAPTURING A SNAPSHOT JUST BEFORE MIGRATION. IT HAS GROWN INTO THE WORLD'S LARGEST BIODIVERSITY-RELATED COMMUNITY SCIENCE EFFORT.
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. THE BOARD OF DIRECTORS HAVE DEFINED A MEMBER AS ANYONE WHO CONTRIBUTES \$20 OR MORE TO NATIONAL AUDUBON SOCIETY PER YEAR.
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 NATIONALLY RECOGNIZED TAX FIRM. THE FORM 990 IS PRESENTED TO THE AUDUBON AUDIT, RISK, AND ETHICS COMMITTEE BY ITS INDEPENDENT TAX FIRM AND REVIEWED BY MANAGEMENT TO ENSURE ACCURACY AND COMPLETENESS. THE AUDIT, RISK, AND ETHICS COMMITTEE REVIEWS 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, RISK, AND 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 AND DISCLOSURE 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 A CONFLICT THE OFFICE OF GENERAL COUNSEL WILL ASSURE THE CONFLICT IS EITHER PROPERLY MITIGATED, OR THE TRANSACTION WILL NOT GO FORWARD. THE AUDIT, RISK AND ETHICS COMMITTEE, WITH THE ASSISTANCE OF AUDUBON'S GENERAL COUNSEL, MONITORS ADHERENCE TO AND COMPLIANCE WITH AUDUBON'S CONFLICT OF INTEREST AND DISCLOSURE POLICY.
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 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. THE CHIEF EXECUTIVE OFFICER HAS THE AUTHORITY TO DETERMINE THE ANNUAL COMPENSATION FOR THOSE OFFICERS WHO DIRECTLY REPORT TO HER ON A DAY-TO-DAY BASIS. COMPENSATION TIERS ARE BUDGETED BY THE AUDUBON BOARD OF DIRECTORS, BUT ULTIMATELY THE CHIEF EXECUTIVE OFFICER HAS THE DISCRETION TO DETERMINE THE ANNUAL RAISES AND BONUSES (IF OFFERED) FOR HER DIRECT REPORTS.
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 AND DISCLOSURE POLICY AND OTHER GOVERNING DOCUMENTS ARE MADE AVAILABLE TO THE PUBLIC UPON REQUEST AND AT MANAGEMENT'S DISCRETION.
FORM 990, PART IX, LINE 11G	TECHNOLOGY: PROGRAM SERVICE EXPENSES 5,218,396. MANAGEMENT AND GENERAL EXPENSES 0. FUNDRAISING EXPENSES 10,838. TOTAL EXPENSES 5,229,234. RECRUITING AND EMPLOYMENT FEES: PROGRAM SERVICE EXPENSES 636,204. MANAGEMENT AND GENERAL EXPENSES 0. FUNDRAISING EXPENSES 178,563. TOTAL EXPENSES 814,767. EXPENSE REIMBURSEMENTS: PROGRAM SERVICE EXPENSES 564,634. MANAGEMENT AND GENERAL EXPENSES 21,202. FUNDRAISING EXPENSES 27,253. TOTAL EXPENSES 613,089. HONORARIUM: PROGRAM SERVICE EXPENSES 158,894. MANAGEMENT AND GENERAL EXPENSES 0. FUNDRAISING EXPENSES 6,650. TOTAL EXPENSES 165,544. AUDIO VISUAL PRODUCTIONS: PROGRAM SERVICE EXPENSES 38,157. MANAGEMENT AND GENERAL EXPENSES 10,253. FUNDRAISING EXPENSES 32,498. TOTAL EXPENSES 80,908. ALL OTHER PROFESSIONAL FEES: PROGRAM SERVICE EXPENSES 17,776,705. MANAGEMENT AND GENERAL EXPENSES 0. FUNDRAISING EXPENSES 1,853,008. TOTAL EXPENSES 19,629,713.
FORM 990, PART XI, LINE 9:	CHANGE IN VALUE OF CHARITABLE TRUSTS 4,267,084. CHARITABLE TRUST ADDITIONS 360,257. PENSION AND POSTRETIREMENT RELATED CHANGES -825,483.
FORM 990, PART XII, LINE 2C:	AUDUBON'S AUDIT, RISK, AND 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

Return Reference	Explanation
	AUDIT, RISK, AND ETHICS COMMITTEE HAS A CHARTER THAT REQUIRES PERIODIC ROTATION OF ENGAGEMENT PARTNERS, AND REVIEW OF THE AUDITOR ENGAGEMENT.

Additional Data

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SCHEDULE R
(Form 990)
(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Name of the organization
NATIONAL AUDUBON SOCIETY INC

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

Open to Public
Inspection

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 1828 L STREET NW SUITE 200 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 1828 L STREET NW SUITE 200 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) Disproprrtionate 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.

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

a Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity

b Gift, grant, or capital contribution to related organization(s)

c Gift, grant, or capital contribution from related organization(s)

d Loans or loan guarantees to or for related organization(s)

e Loans or loan guarantees by related organization(s)

f Dividends from related organization(s)

g Sale of assets to related organization(s)

h Purchase of assets from related organization(s)

i Exchange of assets with related organization(s)

j Lease of facilities, equipment, or other assets to related organization(s)

k Lease of facilities, equipment, or other assets from related organization(s)

l Performance of services or membership or fundraising solicitations for related organization(s)

m Performance of services or membership or fundraising solicitations by related organization(s)

n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

o Sharing of paid employees with related organization(s)

p Reimbursement paid to related organization(s) for expenses

q Reimbursement paid by related organization(s) for expenses

r Other transfer of cash or property to related organization(s)

s Other transfer of cash or property from related organization(s)

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.

	Yes	No
1a		No
1b		No
1c		No
1d		No
1e		No
1f		No
1g		No
1h		No
1i		No
1j		No
1k		No
1l	Yes	
1m		No
1n	Yes	
1o	Yes	
1p		No
1q	Yes	
1r		No
1s	Yes	

(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	325,384	FMV
(2) NATIONAL AUDUBON SOCIETY ACTION FUND	L	26,036	FMV

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.

[illegible]

Part VII **Supplemental Information**

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

Return Reference	Explanation
PART II, IDENTIFICATION OF RELATED TAX-EXEMPT ORGANIZATIONS:	AUDUBON ACTION FUND PAC SUPPORTS POLICIES AND ELECTED OFFICIALS WHO PRIORITIZE COMMON-SENSE SOLUTIONS TO THE GREATEST CONSERVATION CHALLENGES FACING BIRDS, PEOPLE, AND THE PLACES WE NEED.

Additional Data

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