

990

Form

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)Do not enter social security numbers on this form as it may be made public.

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

OMB No. 1545-0047

2024

Open to Public Inspection

A For the 2024 calendar year, or tax year beginning 07-01-2024 , and ending 06-30-2025

B Check if applicable:

☐ Address change

☐ Name change

☐ Initial return

☐ Final return/terminated

☐ Amended return

☐ Application pending

C Name of organization

COMMON CAUSE

Doing business as

Number and street (or P.O. box if mail is not delivered to street address)

805 15TH STREET NW 800

Room/suite

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

WASHINGTON, DC 20005

F Name and address of principal officer:

VIRGINIA KASE SOLOMON

805 15TH STREET NW 800

WASHINGTON, DC 20005

H(a) Is this a group return for subordinates?

Are all subordinates included?

If "No," attach a list. See instructions.

H(b)

☐ Yes

☒ No

☐ Yes

☐ No

H(c) Group exemption number

D Employer identification number

52-6078441

E Telephone number

(202) 833-1200

G Gross receipts \$

19,589,189

I Tax-exempt status: ☐ 501(c)(3) ☒ 501(c) (4) (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website:

WWW.COMMONCAUSE.ORG

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other

L Year of formation: 1968

M State of legal domicile: DC

Part I

Summary

Activities & Governance

1 Briefly describe the organization’s mission or most significant activities:
COMMON CAUSE IS A NONPARTISAN, GRASSROOTS ORGANIZATION DEDICATED TO UPHOLDING THE CORE VALUES OF AMERICAN DEMOCRACY. WE WORK TO ENSURE OPEN, HONEST, AND ACCOUNTABLE GOVERNMENT; TO PROMOTE EQUAL RIGHTS, OPPORTUNITY, AND REPRESENTATION FOR ALL; AND TO EMPOWER ALL PEOPLE TO MAKE THEIR VOICES HEARD AS EQUALS IN THE POLITICAL PROCESS. COMMON CAUSE WORKS ACROSS FOUR MAJOR ISSUE AREAS: VOTING AND ELECTIONS; MONEY AND POLITICS; ETHICS, TRANSPARENCY, AND GOVERNMENT ACCOUNTABILITY; AND MEDIA AND DEMOCRACY.

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

3 Number of voting members of the governing body (Part VI, line 1a)

3

23

4 Number of independent voting members of the governing body (Part VI, line 1b)

4

23

5 Total number of individuals employed in calendar year 2024 (Part V, line 2a)

5

227

6 Total number of volunteers (estimate if necessary)

6

2,300

7a Total unrelated business revenue from Part VIII, column (C), line 12

7a

0

7b Net unrelated business taxable income from Form 990-T, Part I, line 11

7b

0

Revenue

8 Contributions and grants (Part VIII, line 1h)

8,165,481

19,022,512

9 Program service revenue (Part VIII, line 2g)

11,000

0

10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)

218,778

547,493

11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)

29,392

16,260

12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)

8,424,651

19,586,265

Expenses

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)

283,000

0

14 Benefits paid to or for members (Part IX, column (A), line 4)

0

0

15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)

3,441,172

3,339,219

16a Professional fundraising fees (Part IX, column (A), line 11e)

0

0

16b Total fundraising expenses (Part IX, column (D), line 25)

3,867,924

17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)

5,600,246

6,638,606

18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)

9,324,418

9,977,825

19 Revenue less expenses. Subtract line 18 from line 12

-899,767

9,608,440

Net Assets or Fund Balances

20 Total assets (Part X, line 16)

12,307,520

20,243,471

21 Total liabilities (Part X, line 26)

4,338,908

2,543,506

22 Net assets or fund balances. Subtract line 21 from line 20

7,968,612

17,699,965

Part II

Signature Block

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

Sign Here

Signature of officer

REGINALD BREWINGTON JR. SVP, FINANCE & ADMINISTRATION

Type or print name and title

2026-05-15

Date

Paid Preparer Use Only

Print/Type preparer's name

Preparer's signature

Date 2026-05-15

Check ☐ if self-employed

PTIN P01365820

Firm's name

CBIZ ADVISORS LLC

Firm's EIN 88-1478669

Firm's address

1899 L STREET NW 850

WASHINGTON, DC 20036

Phone no. (202) 227-4000

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

For Paperwork Reduction Act Notice, see the separate instructions. Cat. No. 11282Y Form 990 (2024)

Part III

Statement of Program Service Accomplishments

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

☐

☒

1

Briefly describe the organization's mission:

WITH OFFICES IN WASHINGTON D.C. AND 25 STATES AND 1.5 MILLION SUPPORTERS AND ACTIVISTS, COMMON CAUSE WORKS TO ADVANCE DEMOCRACY REFORMS AT FEDERAL, STATE, AND LOCAL LEVELS, THROUGH DRAFTING MODEL LEGISLATION, LOBBYING, PUBLIC ENGAGEMENT, AND JOINT EFFORTS WITH DIVERSE PARTNERS ACROSS THE REFORM COMMUNITY.

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 \$ 2,568,764 including grants of \$) (Revenue \$)

WE WORKED WITH COMMON CAUSE STATE ORGANIZATIONS, GRASSROOTS ADVOCATES, AND COALITION PARTNERS ACROSS THE COUNTRY TO SUPPORT DEMOCRACY-RELATED ADVOCACY, CIVIC PARTICIPATION, PUBLIC EDUCATION, AND COMMUNITY ENGAGEMENT EFFORTS AT THE STATE AND LOCAL LEVEL.OUR STATE OPERATIONS SUPPORTED COALITION COORDINATION, PUBLIC OUTREACH, COMMUNICATIONS ACTIVITIES, RESEARCH SUPPORT, STAKEHOLDER ENGAGEMENT, LEGISLATIVE AND POLICY EDUCATION EFFORTS, AND STRATEGIC CONSULTING RELATED TO DEMOCRACY REFORM PRIORITIES. ACTIVITIES INCLUDED CONVENINGS, ALLIANCE MEETINGS, ADVOCACY SUPPORT, PUBLIC MESSAGING INITIATIVES, AND COORDINATION WITH EXTERNAL PARTNERS, CONSULTANTS, AND COMMUNITY ORGANIZATIONS ACROSS MULTIPLE STATES.WE ALSO SUPPORTED OPERATIONAL AND PROGRAMMATIC INFRASTRUCTURE NECESSARY TO SUSTAIN STATE-BASED INITIATIVES, INCLUDING COMMUNICATIONS CAMPAIGNS, TRAVEL AND MEETING COORDINATION, RESEARCH ACTIVITIES, ADVERTISING AND OUTREACH EFFORTS, AND COLLABORATION AMONG ADVOCATES, ORGANIZERS, POLICYMAKERS, AND PARTNER ORGANIZATIONS WORKING TO STRENGTHEN CIVIC ENGAGEMENT AND REPRESENTATIVE DEMOCRACY.

4b

(Code:) (Expenses \$ 1,658,806 including grants of \$) (Revenue \$)

WE WORKED TO ADVANCE FAIR REPRESENTATION THROUGH TRANSPARENT, PEOPLE-CENTERED REDISTRICTING PROCESSES AND ADVOCACY AGAINST PARTISAN AND RACIAL GERRYMANDERING.WE SUPPORTED LITIGATION, GRASSROOTS ORGANIZING, AND PUBLIC EDUCATION EFFORTS DESIGNED TO ENSURE ELECTORAL DISTRICTS FAIRLY REPRESENTED COMMUNITIES AND COMPLIED WITH CONSTITUTIONAL AND VOTING RIGHTS ACT PROTECTIONS.IN INDIANA, WE SUCCESSFULLY CHALLENGED THE CITY OF ANDERSON'S FAILURE TO REDRAW CITY COUNCIL DISTRICTS THAT HAD REMAINED UNCHANGED SINCE 1982 DESPITE SIGNIFICANT POPULATION SHIFTS. FOLLOWING LITIGATION, A NEW CONSTITUTIONALLY COMPLIANT MAP WAS IMPLEMENTED IN TIME FOR THE 2024 ELECTION.IN MICHIGAN, WE SUPPORTED BLACK VOTERS AND COMMUNITY ADVOCATES PARTICIPATING IN THE MICHIGAN INDEPENDENT CITIZENS REDISTRICTING COMMISSION PROCESS TO HELP ENSURE THAT COMMUNITIES OF COLOR WERE FAIRLY REPRESENTED AND PROTECTED FROM RACIAL GERRYMANDERING.WE ALSO CONTINUED NATIONWIDE ADVOCACY FOR FAIR MAPS AND REPRESENTATIVE DEMOCRACY BY SUPPORTING INDEPENDENT REDISTRICTING COMMISSIONS, MOBILIZING COMMUNITY PARTICIPATION IN PUBLIC HEARINGS, AND EDUCATING VOTERS ABOUT THE HARMS OF PARTISAN GERRYMANDERING AND THE IMPORTANCE OF TRANSPARENT MAP-DRAWING PROCESSES.

4c

(Code:) (Expenses \$ 628,104 including grants of \$) (Revenue \$)

WE WORKED TO ENSURE THAT EVERY ELIGIBLE CITIZEN HAD THE FREEDOM TO VOTE AND THAT EVERY VOTE WAS ACCURATELY COUNTED. DURING THE 2024 ELECTION CYCLE, WE LED ONE OF THE NATION'S LARGEST NONPARTISAN VOTER PROTECTION EFFORTS TO DEFEND VOTING RIGHTS, STRENGTHEN ELECTION ADMINISTRATION, AND HELP VOTERS NAVIGATE RAPIDLY CHANGING ELECTION CONDITIONS.AS A CO-LEADER OF THE NATIONAL NONPARTISAN ELECTION PROTECTION COALITION, WE MOBILIZED MORE THAN 40,000 VOLUNTEERS ACROSS 42 STATES TO MONITOR POLLING LOCATIONS, ASSIST VOTERS, IDENTIFY ELECTION ADMINISTRATION ISSUES, AND CONNECT VOTERS TO LEGAL AND VOTER PROTECTION RESOURCES. MORE THAN 15,000 VOLUNTEERS PARTICIPATED ON ELECTION DAY ALONE, AND WE DISTRIBUTED MORE THAN \$2 MILLION IN COMMUNITY REGRANTS TO LOCAL PARTNERS SUPPORTING VOTER ENGAGEMENT, VOTER EDUCATION, AND ELECTION PROTECTION EFFORTS.WE MAINTAINED A MAJOR VOLUNTEER PRESENCE DURING PRESIDENTIAL AND STATE PRIMARIES ACROSS THE COUNTRY. IN FLORIDA, MORE THAN 280 POLL MONITORS WORKED ACROSS 23 COUNTIES AND EVALUATED NEARLY 150 POLLING LOCATIONS FOR ACCESSIBILITY FOR VOTERS WITH DISABILITIES, WHILE ALSO EXPANDING OUR NONPARTISAN HOTLINE TO INCLUDE A HAITIAN CREOLE LINE FOR THE FIRST TIME. IN MICHIGAN, VOLUNTEERS ASSISTED VOTERS DURING SEVERE STORM-RELATED POLLING DISRUPTIONS. IN CALIFORNIA, MORE THAN 300 VOLUNTEERS MONITORED POLLING LOCATIONS ACROSS EIGHT MAJOR COUNTIES DURING THE SUPER TUESDAY PRIMARY. IN OHIO, WE DEPLOYED 150 POLL MONITORS AND DISTRIBUTED MORE THAN 20,000 ELECTION PROTECTION HOTLINE CARDS TO VOTERS STATEWIDE.WE ALSO RESPONDED TO GROWING THREATS TO ELECTION ADMINISTRATION AND CERTIFICATION. IN GEORGIA, WE MOBILIZED ADVOCATES AND TRAINED VOLUNTEERS TO MONITOR ELECTION BOARDS AFTER ELECTION DENIERS ATTEMPTED TO UNDERMINE CERTIFICATION PROCESSES. IN ARIZONA, WE EDUCATED THE PUBLIC AND ELECTION OFFICIALS ABOUT RECOUNT-RELATED RISKS THAT COULD HAVE DISRUPTED THE STATE'S ELECTORAL COLLEGE CERTIFICATION PROCESS.OUR COMMUNICATIONS AND PUBLIC EDUCATION EFFORTS ALSO CONTRIBUTED TO MORE THAN 30,000 NEWS STORIES IN 2024 MENTIONING OUR ORGANIZATION OR QUOTING OUR STAFF AND VOLUNTEERS.

(Code:) (Expenses \$ 289,658 including grants of \$) (Revenue \$)

WE WORKED TO REDUCE THE INFLUENCE OF WEALTHY SPECIAL INTERESTS IN POLITICS AND EDUCATE THE PUBLIC ABOUT THE IMPACT OF UNDISCLOSED POLITICAL SPENDING AND WEAK ETHICS RULES.THROUGHOUT THE 2024 ELECTION CYCLE, WE CONDUCTED PUBLIC EDUCATION, COALITION ADVOCACY, AND RESEARCH RELATED TO THE GROWING ROLE OF "DARK MONEY AND UNLIMITED POLITICAL SPENDING IN FEDERAL AND STATE ELECTIONS. WE EDUCATED VOTERS AND POLICYMAKERS ABOUT THE IMPACT OF UNDISCLOSED SPENDING ON ELECTIONS, JUDICIAL RACES, AND PUBLIC POLICY DECISIONS.WE ALSO SUPPORTED REFORMS DESIGNED TO STRENGTHEN CAMPAIGN FINANCE DISCLOSURE REQUIREMENTS, IMPROVE ETHICS AND ACCOUNTABILITY STANDARDS, AND INCREASE THE POLITICAL INFLUENCE OF SMALL-DOLLAR DONORS AND EVERYDAY VOTERS.

(Code:) (Expenses \$ 162,176 including grants of \$) (Revenue \$)

WE WORKED TO PROTECT A FREE AND OPEN INTERNET, DEFEND INDEPENDENT JOURNALISM, AND ENSURE THAT VOTERS HAD ACCESS TO ACCURATE AND RELIABLE INFORMATION.AFTER THE FEDERAL COMMUNICATIONS COMMISSION (FCC) VOTED UNANIMOUSLY TO OUTLAW ROBOCALLS USING ARTIFICIAL INTELLIGENCE (AI) VOICE-CLONING TECHNOLOGY TO MISLEAD VOTERS, WE LAUNCHED PUBLIC EDUCATION CAMPAIGNS WARNING VOTERS ABOUT DECEPTIVE AI-GENERATED ELECTION CONTENT AND ADVOCATING FOR STRONGER SAFEGUARDS AGAINST ELECTION DISINFORMATION.AS PART OF OUR LONGSTANDING NET NEUTRALITY ADVOCACY, WE COLLECTED AND DELIVERED MORE THAN 126,000 PETITION SIGNATURES TO THE FCC SUPPORTING PROTECTIONS DESIGNED TO PRESERVE EQUAL ACCESS TO ONLINE INFORMATION AND PREVENT DISCRIMINATORY TREATMENT OF INTERNET TRAFFIC.WE ALSO WORKED TO ADDRESS THE GROWING IMPACT OF ONLINE DISINFORMATION AND COORDINATED ATTACKS ON TRUSTED ELECTION INFORMATION. WE SUPPORTED LEGAL EFFORTS DEFENDING THE ABILITY OF PUBLIC OFFICIALS AND RESEARCHERS TO RESPOND TO HARMFUL ELECTION MISINFORMATION AND CONDUCTED PUBLIC EDUCATION CAMPAIGNS HELPING VOTERS RECOGNIZE MANIPULATED MEDIA, ELECTION MISINFORMATION, AND DECEPTIVE ONLINE TACTICS.

(Code:) (Expenses \$ 248,384 including grants of \$) (Revenue \$)

WE ADVANCED NATIONWIDE PUBLIC EDUCATION, ADVOCACY SUPPORT, CIVIC ENGAGEMENT, COMMUNICATIONS, AND COALITION-BUILDING ACTIVITIES ALIGNED WITH OUR ORGANIZATIONAL MISSION AND DEMOCRACY-RELATED PRIORITIES.OUR NATIONAL PROGRAMS SUPPORTED COMMUNICATIONS CAMPAIGNS, DIGITAL OUTREACH, MEDIA INITIATIVES, WEBSITE AND TECHNOLOGY SUPPORT, STAKEHOLDER ENGAGEMENT, RESEARCH ACTIVITIES, AND PUBLIC EDUCATION EFFORTS DESIGNED TO INCREASE CIVIC PARTICIPATION AND STRENGTHEN PUBLIC AWARENESS AROUND DEMOCRACY AND GOVERNANCE ISSUES. ACTIVITIES INCLUDED COMMUNICATIONS STRATEGY, DIGITAL ENGAGEMENT, GRAPHIC DESIGN, VIDEO AND MEDIA PRODUCTION, WEBSITE MAINTENANCE, AND OUTREACH INITIATIVES INTENDED TO INFORM AND ENGAGE COMMUNITIES NATIONWIDE.WE ALSO SUPPORTED NATIONAL OPERATIONAL AND ADVOCACY INFRASTRUCTURE THROUGH CONSULTING SERVICES, DIGITAL ACQUISITION AND ORGANIZING TOOLS, TECHNOLOGY AND DATA MANAGEMENT RESOURCES, COALITION PARTNERSHIPS, TRAININGS, CONFERENCES, MEDIA MONITORING, AND PUBLIC ENGAGEMENT ACTIVITIES. THESE EFFORTS HELPED STRENGTHEN NATIONWIDE COORDINATION, SUPPORT LONG-TERM CIVIC ENGAGEMENT INITIATIVES, AND EXPAND THE ORGANIZATION'S CAPACITY TO COMMUNICATE AND COLLABORATE EFFECTIVELY WITH SUPPORTERS, ADVOCATES, AND PARTNER ORGANIZATIONS ACROSS THE COUNTRY.

4d

Other program services (Describe in Schedule O.)

(Expenses \$ 700,218 including grants of \$) (Revenue \$)

4e

Total program service expenses

5,555,892

Part IV

Checklist of Required Schedules

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

Part IV

Checklist of Required Schedules (continued)

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

Part V

Statements Regarding Other IRS Filings and Tax Compliance

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

		Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	23
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	227			
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b			No	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a			No	
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				
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a			No	
b If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).						
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . .		5a			No	
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b			No	
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c				
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a			No	
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b				
7 Organizations that may receive deductible contributions under section 170(c).						
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		7a			No	
b If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b				
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c			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				
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 a trust that must file Form 720, Schedule N, and is subject to the section 4968 excise tax on net investment income?		16			No	
b If "Yes," complete Form 4720, Schedule O.						
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953?		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	No
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	The governing body?	8a	Yes
8b	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	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
11b	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	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	12c	Yes
13	Did the organization have a written whistleblower policy?	13	Yes
14	Did the organization have a written document retention and destruction policy?	14	Yes
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
15a	The organization's CEO, Executive Director, or top management official	15a	Yes
15b	Other officers or key employees of the organization	15b	No
15c	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	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, AZ, AR, CA, CO, CT, DE, DC, FL, GA, HI, ID, IL, IN, IA, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, MT, NE, NV, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, SD, TN, TX, 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:

REGINALD BREWINGTON JR 805 15TH STREET NW 800 WASHINGTON, DC 20005 (202) 833-1200

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) MARTHA TIERNEY CHAIR	1.00	X		X				0	0	0
(2) OLGA KAUFFMAN SECRETARY	1.00	X		X				0	0	0
(3) WENDY FIELDS VICE CHAIR	1.00	X		X				0	0	0
(4) SHAREEN PUNIAN TREASURER	1.00	X						0	0	0
(5) NICOLE M AUSTIN-HILLERY BOARD MEMBER	1.00	X						0	0	0
(6) RICHARD BAINTER BOARD MEMBER	1.00	X						0	0	0
(7) BRAXTON BREWINGTON BOARD MEMBER	1.00	X						0	0	0
(8) REBECCA COKLEY BOARD MEMBER	1.00	X						0	0	0
(9) DAN CONLEY BOARD MEMBER	1.00	X						0	0	0
(10) GREGORY DISKANT BOARD MEMBER	1.00	X						0	0	0
(11) ARCHON FUNG BOARD MEMBER	1.00	X						0	0	0
(12) VANESSA GONZALEZ BOARD MEMBER	1.00	X						0	0	0
(13) JENNIFER GREMMERT BOARD MEMBER	1.00	X						0	0	0
(14) SHAE HARRIS BOARD MEMBER	1.00	X						0	0	0
(15) CHRIS MELODY FIELDS-FIGUEROA BOARD MEMBER	1.00	X						0	0	0
(16) LENNY MENDONCA BOARD MEMBER	1.00	X						0	0	0
(17) PETER REINKE BOARD MEMBER	1.00	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) DAVID BEAUMONT SMITH BOARD MEMBER	1.00 1.00	X						0	0	0
(19) REVEREND MARK THOMPSON BOARD MEMBER	1.00 1.00	X						0	0	0
(20) WES TOMER BOARD MEMBER	1.00 1.00	X						0	0	0
(21) JESSIE ULIBARRI BOARD MEMBER	1.00 1.00	X						0	0	0
(22) TRACY WESTEN BOARD MEMBER	1.00 1.00	X						0	0	0
(23) ALAN WIERSBA BOARD MEMBER	1.00 1.00	X						0	0	0
(24) WILLIAM N HUBBARD III BOARD MEMBER (UNTIL 12/24)	1.00 1.00	X						0	0	0
(25) VIRGINIA KASE SOLOMON PRESIDENT/CEO (AS OF 2/24)	14.00 21.00			X				0	313,981	13,411
(26) REGINALD BREWINGTON JR SVP, FIN. & ADMIN	10.50 24.50			X				0	206,266	33,526
(27) MARILYN CARPINTEYRO INTERIM PRES. TO 2/24, THEN SVP, PROGRAMS	0.00 35.00			X				0	194,430	48,154
(28) JORDAN DAVIS INTERIM PRES. TO 2/24, THEN SVP, PEI	0.00 35.00			X				0	201,958	39,334
(29) ELENA NUNEZ SVP, STATE OPS	17.50 17.50				X			0	175,400	19,603
(30) DALTON FUQUA ASSOCIATE VP, DEVELOPMENT	17.50 17.50					X		0	148,580	34,060
(31) JONATHAN STEIN EXECUTIVE DIRECTOR, CA	0.00 35.00					X		0	144,307	24,148
(32) DAVID VANCE NATIONAL MEDIA STRATEGIST	17.50 17.50					X		0	142,894	33,380
(33) CATHERINE SCALLY DIRECTOR, COMMUNICATIONS	17.50 17.50					X		0	139,700	20,673
(34) SAMUEL VORHEES DIRECTOR, FOUNDATION RELATIONS	17.50 17.50					X		0	139,352	38,973
(35) ELIZABETH MARCHANT CHIEF FIN. OFFICER (UNTIL 3/24)	17.50 17.50						X	0	145,054	8,083
(36) PAMELA WILMOT VP, STATE OPERATIONS (UNTIL 7/24)	17.50 17.50						X	0	101,629	17,574

1b Sub-Total			
c Total from continuation sheets to Part VII, Section A . .			
d Total (add lines 1b and 1c)	0	2,053,551	330,919

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 0

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

Section B. Independent Contractors

1

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

(A) Name and business address	(B) Description of services	(C) Compensation
RWT PRODUCTION LLC 8932 ORANGE HUNT LANE ANNANDALE, VA 22003	DIRECT MAIL PROCESSING	498,121
ROI SOLUTIONS 200 RIVERS EDGE DR 3RD FLOOR MEDFORD, MA 02155	DATABASE SOFTWARE PROVIDER	218,558
MOORE RESPONSE SERVICE INC 100 JAMISON CT HAGERSTOWN, MD 21740	DIRECT MAIL MANAGEMENT	181,494
YOSHIHARA LAW & POLICY LLC 1809 S STREET SUITE 101-231 SACRAMENTO, CA 95811	LEGISLATIVE AND GOVERNMENTAL ADVOCACY	109,998

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 4

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	1a		
Amt Similar Amounts	1b	1b		
	1c	1c		
	1d	1d		
	1e	1e		
	1f	1f	19,022,512	
	1g	1g		
	h Total. Add lines 1a-1f			19,022,512

Program Service Revenue	2a	Business Code				
	b					
	c					
	d					
	e					
	f All other program service revenue.					
g Total. Add lines 2a-2f.						

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		428,769			428,769	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties		234			234	
	6a Gross rents	(i) Real	(ii) Personal				
		6a					
		6b					
	6c						
	d Net rental income or (loss)						
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		7a	121,648				
		7b	0	2,924			
	7c	121,648	-2,924				
	d Net gain or (loss)		118,724			118,724	
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	8a					
		8b					
b Less: direct expenses							
c Net income or (loss) from fundraising events							
9a Gross income from gaming activities. See Part IV, line 19	9a						
	9b						
b Less: direct expenses							
c Net income or (loss) from gaming activities							
10a Gross sales of inventory, less returns and allowances	10a						
	10b						
b Less: cost of goods sold							
c Net income or (loss) from sales of inventory							

Other	11a	Business Code				
	ONLINE SALES INCOME	900099	16,026			16,026
	b					
	c					
	d All other revenue					
	e Total. Add lines 11a-11d		16,026			
12 Total revenue. See instructions		19,586,265	0	0	563,753	

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				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	385,763	192,809	125,940	67,014
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	2,392,685	2,054,224		338,461
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	65,020	54,364	756	9,900
9 Other employee benefits	336,303	273,604	12,264	50,435
10 Payroll taxes	159,448	129,399	6,691	23,358
11 Fees for services (non-employees):				
a Management				
b Legal	15,249	10,998	2,808	1,443
c Accounting	80,239	52,381	18,403	9,455
d Lobbying	291,501	291,501		
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	6,274	4,096	1,439	739
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	529,148	476,671	10,091	42,386
12 Advertising and promotion	3,160,056	495,137	418	2,664,501
13 Office expenses	146,906	87,704	42,205	16,997
14 Information technology	1,387,540	720,679	134,899	531,962
15 Royalties				
16 Occupancy	523,546	379,802	93,134	50,610
17 Travel	91,126	64,772	7,327	19,027
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	147,316	107,876	24,945	14,495
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	149,415	97,539	34,269	17,607
23 Insurance	78,777	51,426	18,068	9,283
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 STATE REGISTRATIONS AND	16,805		16,805	
b LOBBYING REGISTRATION F	5,065	5,065		
c LIST RENTAL EXPENSE	4,085	4,085		
d MISCELLANEOUS FEES	3,410	49	3,361	
e All other expenses	2,148	1,711	186	251
25 Total functional expenses. Add lines 1 through 24e	9,977,825	5,555,892	554,009	3,867,924
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).				

Part X

Balance Sheet

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

☐

				(A)		(B)	
				Beginning of year		End of year	
Assets	1	Cash—non-interest-bearing		3,607	1	5,785	
	2	Savings and temporary cash investments		2,913,710	2	2,368,789	
	3	Pledges and grants receivable, net			3		
	4	Accounts receivable, net		206,301	4	2,638,303	
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5		
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6		
	7	Notes and loans receivable, net			7		
	8	Inventories for sale or use			8		
	9	Prepaid expenses and deferred charges		445,628	9	323,270	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	1,722,642			
	b	Less: accumulated depreciation	10b	1,465,667	409,315	10c	256,975
	11	Investments—publicly traded securities		6,675,726	11	13,620,220	
	12	Investments—other securities. See Part IV, line 11			12		
	13	Investments—program-related. See Part IV, line 11			13		
	14	Intangible assets			14		
	15	Other assets. See Part IV, line 11		1,653,233	15	1,030,129	
16	Total assets. Add lines 1 through 15 (must equal line 33)		12,307,520	16	20,243,471		
Liabilities	17	Accounts payable and accrued expenses		233,416	17	497,181	
	18	Grants payable			18		
	19	Deferred revenue			19		
	20	Tax-exempt bond liabilities			20		
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21		
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22		
	23	Secured mortgages and notes payable to unrelated third parties			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		4,105,492	25	2,046,325	
	26	Total liabilities. Add lines 17 through 25		4,338,908	26	2,543,506	
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		5,821,882	27	11,254,742	
	28	Net assets with donor restrictions		2,146,730	28	6,445,223	
	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		7,968,612	32	17,699,965	
	33	Total liabilities and net assets/fund balances		12,307,520	33	20,243,471	

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	19,586,265
2	Total expenses (must equal Part IX, column (A), line 25)	2	9,977,825
3	Revenue less expenses. Subtract line 2 from line 1	3	9,608,440
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	7,968,612
5	Net unrealized gains (losses) on investments	5	122,913
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	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	17,699,965

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?		No
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

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 COMMON CAUSE	Employer identification number 52-6078441

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 COMMON CAUSE	Employer identification number 52-6078441
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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
COMMON CAUSE

Employer identification number
52-6078441

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 COMMON CAUSE	Employer identification number 52-6078441
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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	

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 COMMON CAUSE	Employer identification number 52-6078441
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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.

1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i	Other activities?			
j	Total. Add lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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

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

Part IV Supplemental Information

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

Return Reference	Explanation
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Additional Data

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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.

	Held at the End of the Year
a	Total number of conservation easements
b	Total acreage restricted by conservation easements
c	Number of conservation easements on a certified historic structure included in (a)
d	Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register

3

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

4

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

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes ☐ No

6

Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶

7

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

8

Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9

In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a

If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b

If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i)

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

(ii)

Assets included in Form 990, Part X ▶ \$

2

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

a

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

b

Assets included in Form 990, Part X ▶ \$

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

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

a ☐ Public exhibition

b ☐ Scholarly research

c ☐ Preservation for future generations

d ☐ Loan or exchange programs

e ☐ Other
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . . ☐ Yes ☐ No

Part IV Escrow and Custodial Arrangements.

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:

	Amount
c Beginning balance	1c
d Additions during the year	1d
e Distributions during the year	1e
f Ending balance	1f
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII ☐

Part V Endowment Funds.

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

- | | (a) Current year | (b) Prior year | (c) Two years back | (d) Three years back | (e) Four years back |
|--|------------------|----------------|--------------------|----------------------|---------------------|
| 1a Beginning of year balance | 5,393,495 | 4,625,236 | 3,236,300 | 1,981,474 | 980,308 |
| b Contributions | 8,344,714 | 1,000,000 | 1,250,000 | 1,250,000 | 1,000,000 |
| c Net investment earnings, gains, and losses | 333,941 | 250,980 | 138,936 | 4,826 | 1,166 |
| d Grants or scholarships | | | | | |
| e Other expenditures for facilities and programs | | | | | |
| f Administrative expenses | | | | | |
| g End of year balance | 14,072,150 | 5,393,495 | 4,625,236 | 3,236,300 | 1,981,474 |
- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment ▶ 100.000 %

b Permanent endowment ▶

c Term endowment ▶

The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

(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)		No
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				
b Buildings				
c Leasehold improvements		1,179,613	1,081,828	97,785
d Equipment		419,529	371,489	48,040
e Other		123,500	12,350	111,150
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				256,975

Part VII

Investments - Other Securities.
Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)		

Part VIII

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

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

Part IX

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

(a) Description	(b) Book value
(1) ROU ASSET	1,030,129
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	1,030,129

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	
DEFERRED RENT AND LEASE INCENTIVE	1,413,086
DUE TO AFFILIATE	633,239
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	2,046,325

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

Part XI

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

1	Total revenue, gains, and other support per audited financial statements		1	25,424,964
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	122,913	
b	Donated services and use of facilities	2b	5,723,221	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	5,846,134
3	Subtract line 2e from line 1		3	19,578,830
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	6,274	
b	Other (Describe in Part XIII.)	4b	1,161	
c	Add lines 4a and 4b		4c	7,435
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	19,586,265

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	15,693,611
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	5,723,221	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d	2,924	
e	Add lines 2a through 2d		2e	5,726,145
3	Subtract line 2e from line 1		3	9,967,466
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	6,274	
b	Other (Describe in Part XIII.)	4b	4,085	
c	Add lines 4a and 4b		4c	10,359
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	9,977,825

Part XIII

Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
PART V, LINE 4:	ALL BOARD DESIGNATED FUNDS ARE CONSIDERED RESERVES FOR FUTURE NEEDS.
PART X, LINE 2:	THE ORGANIZATION EVALUATED ITS UNCERTAINTY IN INCOME TAXES FOR THE YEAR ENDED JUNE 30, 2025, AND DETERMINED THAT THERE WERE NO MATTERS THAT WOULD REQUIRE RECOGNITION IN THE CONSOLIDATED FINANCIAL STATEMENTS OR THAT MAY HAVE ANY EFFECT ON ITS TAX-EXEMPT STATUS; AND THERE ARE CURRENTLY NO EXAMINATIONS PENDING OR IN PROGRESS.
PART XI, LINE 4B - OTHER ADJUSTMENTS:	LOSS ON ASSET DISPOSAL -2,924. EXPENSE RECLASS 4,085.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	LOSS ON FURNITURE DISPOSAL 2,924. SPECIAL EVENTS EXPENSES
PART XII, LINE 4B - OTHER ADJUSTMENTS:	EXPENSE RECLASS 4,085.

Additional Data

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Part I

Questions Regarding Compensation

		Yes	No
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)		
1b	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		
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?		
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?		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?		No
c	Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.		No
	Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:		
a	The organization?	5a	No
b	Any related organization? If "Yes," on line 5a or 5b, describe in Part III.	5b	No
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:		
a	The organization?	6a	No
b	Any related organization? If "Yes," on line 6a or 6b, describe in Part III.	6b	No
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III	7	No
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 VIRGINIA KASE SOLOMON PRESIDENT/CEO (AS OF 2/24)	(i)	0	0	0	0	0	0	0
	(ii)	----- 313,981	----- 0	----- 0	----- 0	----- 13,411	----- 327,392	----- 0
2 MARILYN CARPINTEYRO INTERIM PRES. TO 2/24, THEN SVP, PROGRAMS	(i)	0	0	0	0	0	0	0
	(ii)	----- 194,430	----- 0	----- 0	----- 12,673	----- 35,481	----- 242,584	----- 0
3 JORDAN DAVIS INTERIM PRES. TO 2/24, THEN SVP, PEI	(i)	0	0	0	0	0	0	0
	(ii)	----- 201,958	----- 0	----- 0	----- 12,600	----- 26,734	----- 241,292	----- 0
4 REGINALD BREWINGTON JR SVP, FIN. & ADMIN	(i)	0	0	0	0	0	0	0
	(ii)	----- 206,266	----- 0	----- 0	----- 1,100	----- 32,426	----- 239,792	----- 0
5 ELENA NUNEZ SVP, STATE OPS	(i)	0	0	0	0	0	0	0
	(ii)	----- 175,400	----- 0	----- 0	----- 7,207	----- 12,396	----- 195,003	----- 0
6 DALTON FUQUA ASSOCIATE VP, DEVELOPMENT	(i)	0	0	0	0	0	0	0
	(ii)	----- 148,580	----- 0	----- 0	----- 9,397	----- 24,663	----- 182,640	----- 0
7 SAMUEL VORHEES DIRECTOR, FOUNDATION RELATIONS	(i)	0	0	0	0	0	0	0
	(ii)	----- 139,352	----- 0	----- 0	----- 9,060	----- 29,913	----- 178,325	----- 0
8 DAVID VANCE NATIONAL MEDIA STRATEGIST	(i)	0	0	0	0	0	0	0
	(ii)	----- 142,894	----- 0	----- 0	----- 8,142	----- 25,238	----- 176,274	----- 0
9 JONATHAN STEIN EXECUTIVE DIRECTOR, CA	(i)	0	0	0	0	0	0	0
	(ii)	----- 144,307	----- 0	----- 0	----- 8,820	----- 15,328	----- 168,455	----- 0
10 CATHERINE SCALLY DIRECTOR, COMMUNICATIONS	(i)	0	0	0	0	0	0	0
	(ii)	----- 139,700	----- 0	----- 0	----- 8,400	----- 12,273	----- 160,373	----- 0
11 ELIZABETH MARCHANT CHIEF FIN. OFFICER (UNTIL 3/24)	(i)	0	0	0	0	0	0	0
	(ii)	----- 145,054	----- 0	----- 0	----- 2,455	----- 5,628	----- 153,137	----- 0
12 PAMELA WILMOT VP, STATE OPERATIONS (UNTIL 7/24)	(i)	0	0	0	0	0	0	0
	(ii)	----- 101,629	----- 0	----- 0	----- 6,316	----- 11,258	----- 119,203	----- 0

Part IIISupplemental 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 3	COMMON CAUSE EDUCATION FUND USES THE FOLLOWING TO ESTABLISH COMPENSATION OF THE ORGANIZATION'S PRESIDENT/CEO: COMPENSATION COMMITTEE, INDEPENDENT COMPENSATION CONSULTANT, WRITTEN EMPLOYMENT CONTRACT, COMPENSATION STUDY OR SURVEY, AND APPROVAL BY THE BOARD OR COMPENSATION COMMITTEE.

Additional Data

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SCHEDULE O
(Form 990)

(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization
COMMON CAUSE

Employer identification number

52-6078441

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 1A	THE EXECUTIVE COMMITTEE SHALL HAVE AND EXERCISE THE AUTHORITY OF THE NATIONAL GOVERNING BOARD IN THE MANAGEMENT OF COMMON CAUSE BETWEEN MEETINGS OF THE NATIONAL GOVERNING BOARD, EXCEPT THAT THE EXECUTIVE COMMITTEE SHALL NOT HAVE THE AUTHORITY TO ELECT OFFICERS, TO FILL VACANT BOARD OR EXECUTIVE COMMITTEE POSITIONS, TO CAUSE THE TERMINATION OF A SITTING BOARD MEMBER, TO CAUSE THE TERMINATION OF THE PRESIDENT, TO AMEND THE CORPORATION'S ARTICLES OF INCORPORATION OR THESE BYLAWS, TO ADOPT AN AGREEMENT OF MERGER OR CONSOLIDATION, TO DISPOSE OF ALL OR SUBSTANTIALLY ALL OF COMMON CAUSE'S ASSETS, OR TO DISSOLVE THE CORPORATION.
FORM 990, PART VI, SECTION A, LINE 6	COMMON CAUSE HAS ONLY ONE CLASS OF MEMBERSHIP, CONSISTING OF THOSE INDIVIDUAL MEMBERS OF THE PUBLIC WHO CHOOSE TO JOIN COMMON CAUSE AND MAKE A MONETARY CONTRIBUTION. SUCH MEMBERS HAVE NO VOTING RIGHTS WITHIN THE ORGANIZATION.
FORM 990, PART VI, SECTION B, LINE 11B	THE CHIEF FINANCIAL OFFICER PROVIDES THE FORM 990 TO THE AUDIT COMMITTEE FOR REVIEW. ONCE THAT COMMITTEE HAS APPROVED THE DOCUMENT, IT IS SENT TO THE FULL BOARD FOR REVIEW. THE BOARD MEMBERS HAVE TWO (2) DAYS TO RESPOND WITH ANY COMMENTS THEY MIGHT HAVE BEFORE THE DOCUMENT IS FILED.
FORM 990, PART VI, SECTION B, LINE 12C	BOARD-- WHENEVER A DIRECTOR, OFFICER, OR COMMITTEE MEMBER BECOMES AWARE OF A POTENTIAL CONFLICT OF INTEREST, WHETHER FINANCIAL OR OTHERWISE, HE OR SHE SHALL MAKE THE SITUATION KNOWN TO THE BOARD OR GOVERNANCE COMMITTEE (AT THE CASE MIGHT BE) AND PROVIDE ALL FACTS MATERIAL TO UNDERSTANDING THE NATURE AND SCOPE OF THE CONFLICT, INCLUDING WHETHER THE INTERESTED PERSON BELIEVES HIS OR HER ABILITY TO MAKE AN INDEPENDENT DECISION BASED SOLELY ON THE BEST INTEREST OF THE CORPORATION HAS BEEN COMPROMISED. IF THE INTERESTED PERSON INVOLVED DOES NOT MAKE THIS DISCLOSURE, ANOTHER DIRECTOR OR COMMITTEE MEMBER WITH KNOWLEDGE OF THE POTENTIAL CONFLICT SHOULD DRAW IT TO THE BODY'S ATTENTION. THE INTERESTED PERSON WITH THE POTENTIAL CONFLICT MUST RETIRE FROM THE MEETING AND NOT PARTICIPATE IN FINAL DISCUSSION AND VOTING ON THE EXISTENCE OF THE CONFLICT. IF A CONFLICT IS FOUND TO EXIST, THE INTERESTED PERSON MAY BE INVITED TO PROVIDE ANY RELEVANT INFORMATION THAT COULD BE OF USE TO THE BOARD IN MAKING ITS DECISION, BUT SHALL AGAIN RETIRE AND NOT PARTICIPATE IN THE FINAL DISCUSSION AND VOTING REGARDING THE TRANSACTION. THE BOARD OR COMMITTEE'S DECISION SHALL BE BASED ON CONSIDERATION OF WHETHER THE TRANSACTION: A) IS IN THE ORGANIZATION'S BEST INTEREST AND FOR ITS OWN BENEFIT; B) IS FAIR AND REASONABLE TO THE ORGANIZATION; AND C) IS THE MOST ADVANTAGEOUS TRANSACTION OR ARRANGEMENT THE ORGANIZATION CAN OBTAIN WITH REASONABLE EFFORT UNDER THE CIRCUMSTANCES. STAFF-- WHENEVER A STAFF MEMBER BECOMES AWARE OF A POTENTIAL CONFLICT OF INTEREST IN AN AREA WHERE HE OR SHE EXERCISES ANY DISCRETION IN CARRYING OUT HIS OR HER DUTIES FOR COMMON CAUSE, HE OR SHE SHALL PROMPTLY DISCLOSE THE POTENTIAL CONFLICT TO AN IMMEDIATE SUPERVISOR OR TO THE PRESIDENT. IF THE PRESIDENT HAS A POTENTIAL CONFLICT, HE OR SHE SHALL DISCLOSE IT TO THE BOARD OR AN EXECUTIVE COMMITTEE. THE PERSON OR BODY TO WHOM THE DISCLOSURE IS MADE (HEREINAFTER "SUPERVISOR") SHALL DETERMINE WHETHER THERE IS A CONFLICT THAT REQUIRES RECUSAL OF THE INTERESTED PERSON. WHEN A CONFLICT IS FOUND TO EXIST, THE INTERESTED PERSON SHALL PROVIDE THE SUPERVISOR WITH ALL INFORMATION HE OR SHE HAS RELEVANT TO ANY DECISION TO BE MADE IN WHICH HE OR SHE HAS AN INTEREST, AND THE FINAL DECISION SHALL BE MADE BY THE SUPERVISOR.
FORM 990, PART VI, SECTION B, LINE 15A	PERSONS PROVIDING SERVICES TO COMMON CAUSE ARE EMPLOYED BY COMMON CAUSE EDUCATION FUND ("CCEF"), A SISTER ORGANIZATION. THE NARRATIVE BELOW DESCRIBES CCEF'S COMPENSATION REVIEW PROCESS. CHIEF EXECUTIVE OFFICER: THE EXECUTIVE COMMITTEE OF THE NATIONAL GOVERNING BOARD CONDUCTS A 360-DEGREE REVIEW OF THE CEO PRIOR TO DETERMINING THE ANNUAL COMPENSATION. THE COMMITTEE INTERVIEWS THE SENIOR STAFF, REVIEWS A COMPARABILITY STUDY, AND THEN CONFERS AS A COMMITTEE. THE COMMITTEE BRINGS ITS RECOMMENDATION TO THE FULL BOARD AT THE LAST BOARD MEETING OF THE YEAR. MINUTES ARE TAKEN OF THE SALARY DELIBERATIONS. OTHER OFFICERS OR KEY EMPLOYEES: THE EXECUTIVE COMMITTEE CONDUCTS A REVIEW OF THE CFO, REVIEWS A COMPARABILITY STUDY, AND THEN CONFERS AS A COMMITTEE. THE COMMITTEE BRINGS ITS RECOMMENDATION TO THE FULL BOARD AT THE LAST BOARD MEETING OF THE YEAR. MINUTES ARE TAKEN OF THE SALARY DELIBERATIONS. THE COMMITTEE DOES NOT REVIEW COMPENSATION OF KEY EMPLOYEES; THAT IS PERFORMED BY MANAGEMENT.
FORM 990, PART VI, SECTION C, LINE 19	COMMON CAUSE SEEKS TO BE FAITHFUL TO ITS MISSION BY BEING OPEN AND ACCOUNTABLE TO OUR MEMBERS AND SUPPORTERS. WE WILL MAKE OUR GOVERNANCE DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE FOR PUBLIC INSPECTION UPON REQUEST. OUR FINANCIAL STATEMENTS ARE ALSO PART OF OUR ANNUAL REPORT WHICH IS AVAILABLE ON OUR WEBSITE.

Additional Data

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

Department of the Treasury
Internal Revenue Service

Name of the organization
COMMON CAUSE

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

52-6078441

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)COMMON CAUSE EDUCATION FUND 805 15TH STREET SUITE 800 WASHINGTON, DC 20005 31-1705370	CHARITABLE ARM OF COMMON CAUSE	DC	501(C)(3)	LINE 7	COMMON CAUSE	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		No
1m		No
1n	Yes	
1o	Yes	
1p		No
1q		No
1r		No
1s		No

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)COMMON CAUSE EDUCATION FUND	N	671,938	COST
(2)COMMON CAUSE EDUCATION FUND	O	3,339,219	COST

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
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