

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:

WE ARE GUARDIANS. WE PROTECT AND RESTORE THE WILDLIFE, WILD PLACES, WILD RIVERS, AND HEALTH OF THE AMERICAN WEST. WE ENVISION A WORLD WHERE WILDLIFE AND WILD PLACES ARE RESPECTED AND VALUED AND OUR WORLD IS SUSTAINABLE FOR ALL BEINGS. WE BELIEVE IN NATURE'S INHERENT RIGHT TO EXIST AND THRIVE. WE SPEAK FOR THE WILD LIFE, PLACES, AND WATERS THAT HAVE BEEN DOMINATED AND ABUSED TO SERVE THE INTERESTS OF A GREEDY FEW. BIT BY BIT, WE ARE RESTORING THE BALANCE. WE ARE NOW, AS ALWAYS, A FORCE OF NATURE.

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 \$ 3,192,847 including grants of \$ (Revenue \$ 140,210)

SUMMARY OF ACCOMPLISHMENTS LAST YEAR, TIME DISSOLVED, COLLAPSED AND SIMULTANEOUSLY SLOWED DOWN. YET WE CONTINUED THE ENDLESS, URGENT STRUGGLE TO CLOSE THE GAP BETWEEN THE WORLD AS IT IS AND THE WORLD AS WE ASPIRE FOR IT TO BE. THIS IS THE WORK OF A GUARDIAN. WE ARE BLESSED TO INHABIT THE AMERICAN WEST. ITS WILD, OPEN SPACES RELENTLESSLY INSPIRE US TO CREATE A MORE JUST, COMPASSIONATE AND DEMOCRATIC WORLD. IN 2021, WE CONTINUED OUR WORK AT BOTH THE NATIONAL AND STATE LEVELS TO ENACT THAT VISION. IN MARCH, WE FINALLY SECURED A BAN ON TRAPS, SNARES, AND POISONS IN THE NEW MEXICO LEGISLATURE. WE NOT ONLY PROTECTED WILDLIFE AND COMPANION ANIMALS THROUGHOUT THE LAND OF ENCHANTMENT-WE ALSO INSPIRED THE BELIEF THAT WE CAN ENACT SIMILAR PROTECTIONS THROUGHOUT THE WEST AND BEYOND. OUR WIN CREATES MORE COMPASSION IN THE WORLD. WHEN WE FINALLY SECURED PASSAGE OF THE LEGACY ROADS AND TRAILS ACT IN THE INFRASTRUCTURE BILL IN NOVEMBER, WE HELPED INSTITUTIONALIZE A NASCENT CULTURE WITHIN THE FOREST SERVICE THAT VALUES REWILDING AND RESTORING THE SAME LANDSCAPES THAT THE AGENCY ONCE EXPLOITED. THIS LAW CREATES MORE CAPACITY FOR HEALING IN THE WORLD. BOTH EFFORTS REPRESENT THE CULMINATION OF YEARS, IF NOT DECADES, OF ATTEMPTS TO BRING PEOPLE TOGETHER ON BEHALF OF A VISION THAT DISPLACES OLD NARRATIVES OF EXPLOITATION AND DOMINATION. THESE LEGISLATIVE WINS REFLECT A DESIRE FOR AND COMMITMENT TO THE DURABILITY OF OUR IMPACT. NATIONAL POLITICS REMINDS US: WE NEED CONSERVATION GAINS THAT CAN'T BE UNDONE. BUT BIG, CATALYTIC WINS ALSO COME IN THE COURTS, AND WE HAD PLENTY OF THOSE IN 2021. WE WON VICTORIES FOR THE JOSHUA TREE, LYNX, WOLVES AND FOR WILD RIVERS, INCLUDING, ESPECIALLY, THE WILLAMETTE. MOREOVER, WE SUCCESSFULLY CHALLENGED MANY OF THE RECKLESS, CLIMATE DENIAL-FUELED POLICIES THAT GUIDE THE DEPARTMENT OF INTERIOR. SACRED LANDSCAPES, WILD RIVERS, ICONIC SPECIES AND MORAL RELATIONSHIPS TO THE NATURAL WORLD ARE THE COMPASS POINTS THAT GUIDE OUR WORK, WHETHER IN THE TURBULENT PAST OR IN OUR HOPEFUL FUTURE. SYSTEMS ARCHITECTURE THIS IS NOT A MOMENT; IT'S A MOVEMENT. REAL CHANGE-LASTING CHANGE-REQUIRES CHANGING SYSTEMS. SYSTEMIC CHANGE REQUIRES A TRULY INCLUSIVE TRUE NORTH, DATA-DRIVEN STRATEGIC PLANNING, A LONG-TERM COMMITMENT TO STAYING THE COURSE AND EMPLOYING THE MOST EFFECTIVE TOOLS ALONG THE WAY. GUARDIANS KEPT OUR HARD-HITTING LITIGATION BECAUSE IT WORKS. WE'RE ALSO BUILDING POLITICAL POWER BY RAMPING UP RELATIONAL ADVOCACY, ORGANIZING CAMPAIGNS AND MOBILIZING PEOPLE INTO POWERFUL COMMUNITIES IN SERVICE OF SOMETHING BIGGER THAN THEMSELVES. AND WE PRIORITIZED RECTIFYING THE GROSS DAMAGES OF FOUR YEARS OF THE TRUMP ADMINISTRATION. CHANGE MAY NOT HAPPEN QUICKLY. BUT IN 2021, WE WIELDED PATIENCE, PLANNING AND RELENTLESS PERSISTENCE TO MAKE SEISMIC SHIFTS. PATIENT PERSISTENCE FIFTEEN YEARS AGO WE PIONEERED A CAMPAIGN TO BAN BARBARIC WILDLIFE TRAPPING ON PUBLIC LANDS IN NEW MEXICO. ON MARCH 18, 2021, WE WON BY A SINGLE HAIR ON A BOBCAT'S CHIN. FIFTEEN YEARS, WITH A TEAM DEDICATED TO THE CAUSE, CAME DOWN TO ONE VOTE. ONE VOTE THAT AFFIRMED OUR DECADE-AND-A-HALF CULTURAL INCUBATION FROM CRUELTY TO COMPASSION WORKED. ON APRIL 5, 2021, GOVERNOR MICHELLE LUJAN GRISHAM SIGNED THE BILL INTO LAW. ALSO KNOWN AS "ROXY'S LAW," AFTER A BELOVED DOG WHO WAS STRANGLED TO DEATH BY A TRAPPER'S SNARE, SENATE BILL (SB) 32, THE WILDLIFE CONSERVATION AND PUBLIC SAFETY ACT, IS NOW THE GOLD STANDARD FOR WILDLIFE COEXISTENCE: NO TRAPS, NO SNARES, NO POISONS ON PUBLIC LANDS. OUR WIN IS MOMENTOUS-AND FOUNDATIONAL. GIVEN TRAPPING'S INVETERATE ROLE IN THE COURSE OF HUMANITY, 15 YEARS IS LIGHTNING FAST. BUT FOR EVERY ANIMAL ENSNARED, IT'S ETERNITY. MOST AMERICANS OPPOSE TRAPS AND POISONS ON PUBLIC LANDS. BUT POISONING WILDLIFE HAS BEEN LEGAL ON ALL PUBLIC LANDS SINCE PRESIDENT REAGAN REINSTITUTED IT IN 1982-AND TRAPPING IS LEGAL EVERYWHERE IN ALL BUT A HANDFUL OF STATES. AS MUCH AS WE WANT THE FEDERAL GOVERNMENT TO LEAD ON HUMANE FEDERAL PUBLIC LANDS POLICY, THEY DON'T. SO, WE DID. IT TAKES PATIENCE, PERSISTENCE, COLLABORATION AND CULTIVATING CULTURAL CHANGE AT THE STATE LEVEL. STATE WINS ARE OUR BLUEPRINT FOR BROADER SUCCESSES. FOR HUMANE WILDLIFE POLICY, NEW MEXICO IS NOW THE GOLD STANDARD. WE'VE TAKEN IT TO NEVADA. ETHNICALLY AND CULTURALLY DIVERSE, UNDERSERVED WITH IMMENSE PUBLIC LANDS AND IMPRESSIVE BIODIVERSITY THAT IS AT RISK, NEVADA HAS A DEARTH OF WILDLIFE CONSERVATION EFFORTS. ON WESTERN STATES' TRAPPING REGULATIONS, NEVADA IS DEAD LAST. THEIR 96-HOUR TRAP CHECK WINDOW IS THE WORST IN THE WEST. THERE ARE NO KILL LIMITS FOR ANY SPECIES. WILDLIFE KILLING CONTESTS ARE COMMON AND UNREGULATED. WE'VE ALREADY ORGANIZED LOCAL ACTIVISTS IN NEVADA, WHICH IS CRUCIAL TO WINNING. UNITY CONSCIENCE TO GO FAST, GO ALONE. TO GO FAR, GO TOGETHER. ~AFRICAN PROVERB COVID-19'S ENFORCED ISOLATION HAS UNDERSCORED THE IMPORTANCE OF CONNECTION-TO OUR VALUES, EACH OTHER, AND THE NATURAL WORLD THAT NOURISHES, HEALS AND INSPIRES US. CONNECTION GIVES US STRENGTH AND STAMINA. WHETHER CONNECTING FRACTURED ECOSYSTEMS TO REGENERATE OR CONNECTING ACTIVISTS TO WORK TOWARDS A COMMON GOOD, WE'RE AMPLIFYING THE POWER OF TOGETHER. UN-DOING THE DAMAGE OF DEEP SYSTEMIC INJUSTICES REQUIRES REORGANIZING SYSTEMS. OUR SHIFT TO AUGMENT AN ORGANIZATIONAL FOCUS IS ABOUT INCUBATING CHANGE IN BELIEFS AND VALUES AND BUILDING AND CONFRONTING POWER. WE HAVE A NEW TEAM OF CAMPAIGN ORGANIZERS TO STRENGTHEN OUR LEGAL ADVOCACY WITH POLITICAL ADVOCACY THAT CAN DRIVE DURABLE TRANSFORMATION. NEW STAFF FOCUSED OUR COMMUNICATIONS LENS ON THE TRANSCENDENT POWER OF STORIES TO CONNECT, UNIFY AND REFLECT OUR RESPONSIBILITY TO JUSTICE. THE LEGACY ROADS AND TRAILS LEGISLATION EXEMPLIFIES THE EXPONENTIAL BENEFIT OF PROGRAMS BUILT WITH AND FOR CONNECTIVITY. WORKING WITH DIVERSE ALLIES FROM TRAIL ADVOCATES TO ANGLERS AND CITY WATER MANAGERS, WE HELPED ASSEMBLE A NATIONAL CONSTITUENCY THAT VALUES REWILDING PUBLIC LANDS THAT ARE ESSENTIAL FOR PLANTS, ANIMALS AND HUMANS. THE NEW LAW HELPS HEAL PAST HARM AND ENSURE FUTURE HEALTH BY STRATEGICALLY RECONNECTING HABITAT FOR MIGRATING WILDLIFE AND FISH, PROTECTING CLEAN WATER FOR COMMUNITIES, IMPROVING ACCESS TO NATIONAL FORESTS AND CREATING HIGH-PAYING LOCAL JOBS WHILE ADDRESSING TWO OF THE EXISTENTIAL CRISES OF OUR TIME: BIODIVERSITY AND CLIMATE. SOCIAL AND ENVIRONMENTAL JUSTICE ARE INTERTWINED. WE HAVE ALWAYS CENTERED OUR WORK ON PROTECTING THE VULNERABLE, SPEAKING UP FOR THE VOICELESS AND CONFRONTING THE POWERFUL AND UNJUST SYSTEMS THAT STAND IN THE WAY. OUR COMMITMENT TO GOING FAR TOGETHER ENSURES GUARDIANS IS AS STRONG AND RESILIENT AS THE WEST'S WILDEST, DIVERSE ECOSYSTEMS, AND THAT WE ARE DOING ALL WE CAN TO CREATE A MORE JUST, EQUITABLE, DIVERSE AND INCLUSIVE WORLD. DEFENSE MECHANISMS NEVER HAS OUR COMMITMENT TO SAFEGUARD BIODIVERSITY MATTERED MORE. CLIMATE CHANGE IS THREATENING SURVIVAL IN REAL TIME. SPECIES ARE GOING EXTINCT. FORESTS ARE BURNING. THESE VITAL YET ENDANGERED ECOSYSTEMS ARE OUR LIFE SUPPORT SYSTEMS. WE ARE IN TRIAGE TO STRATEGICALLY PRESERVE ESSENTIAL, ICONIC AND INDICATOR SPECIES WITH THE BROADEST RANGE OF ECOLOGICAL IMPACT, AS WELL AS HONOR THE INHERENT VALUE OF ALL SPECIES. NOT ONLY DO WE RESIST ENVIRONMENTAL ABUSE, WE ARE PROCURING POWER TO PRESERVE THE WILD, THE VULNERABLE AND THE VALUABLE AMONG US, BUT ALSO THE AWE AND WONDER IN IT THAT SAVES US ALL. TICK, TICK...BOOM JOSHUA TREES HAVE BEEN AROUND FOR 2.5 MILLION YEARS. TODAY, SCIENTIFIC EVIDENCE INDICATES THAT JOSHUA TREES WILL BE AT THE BRINK OF EXTINCTION BY CENTURY'S END. CLIMATE CHANGE AND SPECIES EXTINCTION ARE HAPPENING-AT WILDFIRE PACE. CLIMATE CHANGE, INVASIVE GRASS-FUELED WILDFIRES, HUMAN EXPANSION AND HABITAT DEGRADATION HAVE ALREADY REDUCED THE RICHNESS OF THE MOJAVE DESERT'S BIODIVERSITY BY ABOUT 50% OVER THE LAST CENTURY. THE PAST TWO SUMMERS, TEMPERATURES HAVE REACHED A BLISTERING 130 F. JOSHUA TREES REQUIRE COLD TO REPRODUCE. OLDER TREES IN HOTTER AND DRIER PORTIONS OF THE MOJAVE ARE DYING OFF AND RESEARCHERS AREN'T FINDING ANY BABY TREES IN THOSE AREAS TO REPLACE THEM. MEANWHILE, THE FEDERAL GOVERNMENT IS EAGER TO INSTALL INDUSTRIAL SOLAR POWER ON THESE PUBLIC LANDS, FURTHER IMPERILING A FRAGILE, STRESSED ECOSYSTEM. THE INCREASED PRESSURES SPOTLIGHT THE SIGNIFICANCE OF OUR MOST RECENT ENDANGERED SPECIES WIN. IN 2019, WILDEARTH GUARDIANS FILED A LAWSUIT CHALLENGING THE U.S. FISH AND WILDLIFE SERVICE'S DECISION TO DENY THE JOSHUA TREE FEDERAL PROTECTION UNDER THE ENDANGERED SPECIES ACT. ON SEPTEMBER 22, 2021, A FEDERAL DISTRICT COURT IN LOS ANGELES RULED THAT THE U.S. FISH AND WILDLIFE SERVICE VIOLATED THE LAW WHEN IT FAILED TO PROTECT THE IMPERILED JOSHUA TREE. THIS ICONIC WIN FOR AN ICONIC SPECIES IS CRUCIAL. BUT THE JOSHUA TREE IS JUST ONE MANY SPECIES CAUGHT IN THE BIODIVERSITY CRISIS. IN 2021, WE FOUGHT FOR LYNX, WOLVERINE, SAGE GROUSE, THE PRAIRIE CHICKEN AND MANY OTHER SPECIES THAT NEED THE SAFETY NET THAT IS THE ENDANGERED SPECIES ACT. PRESERVING IMPERILED SPECIES UNDER THE ENDANGERED SPECIE

[illegible]

Part IV

Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1 Yes	
2 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions.	2 Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4 Yes	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5	No
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7 Yes	
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8	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 Yes	
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? If "Yes," complete Schedule D, Part V	10 Yes	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a	No
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	No
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e Yes	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)?	11f Yes	
12a If "Yes," complete Schedule D, Part XI. Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a Yes	
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	No
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 Yes	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	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	No
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	Yes
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 reorganize, 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	No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	No
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	
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	No
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	42
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	41			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.	2b	Yes			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a			No	
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation in Schedule O</i>	3b				
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	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	Yes			
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	Yes			
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c			No	
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e			No	
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f			No	
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g				
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h				
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?				8		
9 Sponsoring organizations maintaining donor advised funds.						
a	Did the sponsoring organization make any taxable distributions under section 4966?	9a				
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b				
10 Section 501(c)(7) organizations. Enter:						
a	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11 Section 501(c)(12) organizations. Enter:						
a	Gross income from members or shareholders	11a				
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b				
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?				12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b				
13 Section 501(c)(29) qualified nonprofit health insurance issuers.						
a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.	13a				
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b				
c	Enter the amount of reserves on hand	13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a			No	
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation in Schedule O</i>	14b				
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?	15			No	
16	Is the organization subject to the section 4968 excise tax on net investment income? Note. See the instructions for additional information the organization must report on Schedule O.	16			No	
17	Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? . . . If "Yes," complete Form 6069.	17				

Part VI

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

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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.	1 1	
b	Enter the number of voting members included in line 1a, above, who are independent	1 1	
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	No
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
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	8a	Yes
b	Each committee with authority to act on behalf of the governing body?	8b	Yes
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9	No

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed NM, AZ, CA, CO, DC, ID, MT, OR, UT, WA, WY

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: JEREMY BREMSER 301 N GUADALUPE ST STE 201 SANTA FE, NM 87501 (505) 412-2688

Part VII

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

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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) JOHN C HORNING EXECUTIVE DI	40.00			X				145,000	0	4,350
(2) CAROL NORTON ASSOCIATE DI	40.00			X				100,500	0	3,015
(3) BILL SYME PRESIDENT	0.50	X		X				0	0	0
(4) GAY DILLINGHAM VICE PRESIDE	0.50	X		X				0	0	0
(5) CATHY BAILEY SECRETARY	0.50	X		X				0	0	0
(6) PETER SCHOENBURG TREASURER	0.50	X		X				0	0	0
(7) ANNE BUTTERFIELD DIRECTOR	0.50	X						0	0	0
(8) NAT COBB DIRECTOR	0.50	X						0	0	0
(9) FRANCINE SPANG-WILLIS DIRECTOR	0.50	X						0	0	0
(10) REBECCA VITALE MANDICH DIRECTOR	0.50	X						0	0	0
(11) KRISTINA MARTINEZ DIRECTOR	0.50	X						0	0	0
(12) BETSY QUAMMEN DIRECTOR	0.50	X						0	0	0
(13) DUSTIN MARTIN DIRECTOR	0.50	X						0	0	0

Part VII

1b Sub-Total			
c Total from continuation sheets to Part VII, Section A			
d Total (add lines 1b and 1c)	245,500		7,365

2 Total number of individuals (including but not limited to those listed in Item 1) who received or accrued more than \$100,000 of reportable compensation from the organization ▶ **2**

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>			
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>			
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>			
		3		No
		4		No
		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)	(B)	(C)
Name and business address	Description of services	Compensation
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 ►		

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 Amt Similar Amounts			1a Federated campaigns . .		1a	
			b Membership dues . .		1b	
			c Fundraising events . .		1c	
			d Related organizations		1d	
			e Government grants (contributions)		1e500,000	
			f All other contributions, gifts, grants, and similar amounts not included above		1f3,783,865	
			g Noncash contributions included in lines 1a - 1f:\$		1g83,255	
			h Total. Add lines 1a-1f		4,283,865	
Program Service Revenue	2a LEGAL SERVICES	Business Code				
		541900	51,689	51,689		
	b					
	c					
	d					
	e					
	f All other program service revenue.					
9 Total. Add lines 2a-2f.		51,689				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		10,727			10,727
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties					
		(i) Real	(ii) Personal			
	6a Gross rents	6a25,910				
	b Less: rental expenses	6b				
	c Rental income or (loss)	6c25,910				
	d Net rental income or (loss)		25,910			25,910
		(i) Securities	(ii) Other			
	7a Gross amount from sales of assets other than inventory	7a1,232,260				
	b Less: cost or other basis and sales expenses	7b1,166,137				
	c Gain or (loss)	7c66,123				
	d Net gain or (loss)		66,123			66,123
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18		8a125,256			
	b Less: direct expenses		8b72,451			
	c Net income or (loss) from fundraising events . .		52,805			52,805
	9a Gross income from gaming activities. See Part IV, line 19 . . .		9a			
	b Less: direct expenses		9b			
	c Net income or (loss) from gaming activities . .					
	10a Gross sales of inventory, less returns and allowances . .		10a			
	b Less: cost of goods sold		10b			
	c Net income or (loss) from sales of inventory . .					
	Miscellaneous Revenue		Business Code			
11a OTHER REVENUE		541900	69,207	69,207		
b FISCAL AGENT FEES		541900	19,824	19,824		
c						
d All other revenue						
e Total. Add lines 11a-11d			89,031			
12 Total revenue. See instructions			4,580,150	140,720		155,565

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	252,865	195,515	27,812	29,538
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	2,142,339	1,656,461	235,626	250,252
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	54,468	46,708	664	7,096
9 Other employee benefits	315,172	267,107	7,514	40,551
10 Payroll taxes	196,394	166,442	4,683	25,269
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting				
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	1,901		1,901	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	515,296	364,739	64,548	86,009
12 Advertising and promotion	79,991	66,959	732	12,300
13 Office expenses	125,658	52,922	10,606	62,130
14 Information technology	14,990	14,990		
15 Royalties				
16 Occupancy	123,405	95,839	13,100	14,466
17 Travel	66,862	54,290	6,685	5,887
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance	48,635	36,476	5,767	6,392
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 DUES & SUBSCRIPTIONS	150,416	31,972	3,609	114,835
b TELEPHONE	41,056	31,903	4,184	4,969
c GRAZING PERMIT BUYOUT	40,000	40,000		
d STAFF DEVELOPMENT & TRAIN	28,713	21,287	5,071	2,355
e All other expenses	-25,747	49,237	-11,463	-63,521
25 Total functional expenses. Add lines 1 through 24e	4,172,414	3,192,847	381,039	598,528
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		690,956	1	356,818
	2	Savings and temporary cash investments		480,313	2	309,885
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		45,386	4	
	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		29,697	7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		17,621	9	17,149
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a			
	b	Less: accumulated depreciation	10b		10c	
	11	Investments—publicly traded securities		3,989,883	11	4,495,455
	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		111,682	15	118,336
16	Total assets. Add lines 1 through 15 (must equal line 33)		5,365,538	16	5,297,643	
Liabilities	17	Accounts payable and accrued expenses		112,323	17	199,633
	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		134,333	21	67,174
	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		500,000	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		400	25	400
	26	Total liabilities. Add lines 17 through 25		747,056	26	267,207
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		3,911,406	27	4,671,796
	28	Net assets with donor restrictions		707,076	28	358,640
	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		4,618,482	32	5,030,436
	33	Total liabilities and net assets/fund balances		5,365,538	33	5,297,643

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	4,580,150
2	Total expenses (must equal Part IX, column (A), line 25)	2	4,172,414
3	Revenue less expenses. Subtract line 2 from line 1	3	407,736
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	4,618,482
5	Net unrealized gains (losses) on investments	5	4,218
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	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	5,030,436

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 Single Audit Act and OMB Circular A-133?		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

Name of the organization WILDEARTH GUARDIANS	Employer identification number 85-0406306
---	--

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

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

- 1

☐

A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2

☐

A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
- 3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:
- 5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7

☒

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8

☐

A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9

☐

An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10

☐

An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11

☐

An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12

☐

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

☐

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

☐

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

☐

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

☐

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

☐

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

Enter the number of supported organizations
- g

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

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

Part II

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	3,460,786	3,989,180	4,559,756	4,208,411	4,283,865	20,501,998
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge..						
4 Total. Add lines 1 through 3	3,460,786	3,989,180	4,559,756	4,208,411	4,283,865	20,501,998
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) . . .						1,634,478
6 Public support. Subtract line 5 from line 4.						18,867,520

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4. . .	3,460,786	3,989,180	4,559,756	4,208,411	4,283,865	20,501,998
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	25,675	31,491	60,932	58,852	36,637	213,587
9 Net income from unrelated business activities, whether or not the business is regularly carried on. . .						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). . .	69,867	166,287	150,568	34,186	140,720	561,628
11 Total support. Add lines 7 through 10						21,277,213
12 Gross receipts from related activities, etc. (see instructions)					12	624,014
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2021 (line 6, column (f) divided by line 11, column (f))	14	88.670 %
15 Public support percentage for 2020 Schedule A, Part II, line 14	15	90.330 %
16a 33 1/3% support test—2021. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	☒	
b 33 1/3% support test—2020. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	☐	
17a 10%-facts-and-circumstances test—2021. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization	☐	
b 10%-facts-and-circumstances test—2020. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization	☐	
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions	☐	

Part IIISupport Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

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

Section B. Total Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
9 Amounts from line 6. . .						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . .						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .						
13 Total support. (Add lines 9, 10c, 11, and 12.) .						
14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ☐						

Section C. Computation of Public Support Percentage		
15 Public support percentage for 2021 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2020 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage		
17 Investment income percentage for 2021 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2020 Schedule A, Part III, line 17	18	
19a 33 1/3% support tests—2021. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization ☐		
b 33 1/3% support tests—2020. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization ☐		
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐		

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV

Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):			
a	☐ The organization satisfied the Activities Test. Complete line 2 below.			
b	☐ The organization is the parent of each of its supported organizations. Complete line 3 below.			
c	☐ The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)			
2	Activities Test. Answer lines 2a and 2b below.			
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.			
b	Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.			
3	Parent of Supported Organizations. Answer lines 3a and 3b below.			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No", provide details in Part VI.			
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? If "Yes," describe in Part VI. the role played by the organization in this regard.			

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

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

Section A - Adjusted Net Income

(A) Prior Year

(B) Current Year
(optional)

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

Section B - Minimum Asset Amount

(A) Prior Year

(B) Current Year
(optional)

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

Section C - Distributable Amount

Current Year

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

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

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations		(continued)
Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (<i>prior IRS approval required - provide details in Part VI</i>)	5	
6 Other distributions (<i>describe in Part VI</i>). See instructions	6	
7 Total annual distributions. Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions	8	
9 Distributable amount for 2021 from Section C, line 6	9	
10 Line 8 amount divided by Line 9 amount	10	

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

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

Facts And Circumstances Test

Return Reference	Explanation
PART II, LINE 10	561,628

Additional Data

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Software ID:

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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 WILDEARTH GUARDIANS	Employer identification number 85-0406306
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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)		30,209													
c Total lobbying expenditures (add lines 1a and 1b)		30,209													
d Other exempt purpose expenditures		4,142,205													
e Total exempt purpose expenditures (add lines 1c and 1d)		4,172,414													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		358,621													
<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)		89,655													
h Subtract line 1g from line 1a. If zero or less, enter -0-															
i Subtract line 1f from line 1c. If zero or less, enter -0-															
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		☐ Yes ☐ No													

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) Total
2a Lobbying nontaxable amount	351,576	365,395	327,215	358,621	1,402,807
b Lobbying ceiling amount (150% of line 2a, column(e))					2,104,211
c Total lobbying expenditures	1,198	33,245	40,405	30,209	105,057
d Grassroots nontaxable amount	87,894	91,349	81,804	89,655	350,702
e Grassroots ceiling amount (150% of line 2d, column (e))					526,053
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?	1	
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3	Did the organization agree to carry over lobbying and political expenditures from the prior year?	3	

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

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

Part IV Supplemental Information

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

Return Reference	Explanation	
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Additional Data

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Software ID:

Software Version:

Name of the organization WILDEARTH GUARDIANS	Employer identification number 85-0406306
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Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate value of contributions to (during year)	
3	Aggregate value of grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No	

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

1	Purpose(s) of conservation easements held by the organization (check all that apply). ☐ Preservation of land for public use (e.g., recreation or education) ☒ Preservation of an historically important land area ☒ Protection of natural habitat ☐ Preservation of a certified historic structure ☒ Preservation of open space	
2	Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.	
a	Total number of conservation easements	2
b	Total acreage restricted by conservation easements	237.20
c	Number of conservation easements on a certified historic structure included in (a)	
d	Number of conservation easements included in (c) acquired after 7/25/06, 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 ▶ 1	
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 ▶ 20.00	
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

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

4

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

5

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

Part IV Escrow and Custodial Arrangements.

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

1a

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

b

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

	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	4,101,565	2,134,135	2,429,164	2,118,924	1,676,901
b Contributions	433,059	1,866,658	57,853	1,465,984	1,576,940
c Net investment earnings, gains, and losses	82,787	104,070	178,726	-821	-842
d Grants or scholarships					
e Other expenditures for facilities and programs	-1,119	-1,562	-529,372	-1,048,277	-1,046,220
f Administrative expenses	-2,501	-1,736	-2,236	-106,646	-87,855
g End of year balance	4,613,791	4,101,565	2,134,135	2,429,164	2,118,924

2

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

a

Board designated or quasi-endowment ▶ 97.440 %

b

Permanent endowment ▶ 0.120 %

c

Term endowment ▶ 2.440 %

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

3a

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

(i) Unrelated organizations

(ii) Related organizations

b

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

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

4

Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				

Schedule D (Form 990) 2021

Part VII

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

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

Part VIII

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

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

Part IX

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

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

Part X

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	400

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	4,671,450
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	4,218
b	Donated services and use of facilities	2b	16,532
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	72,451
e	Add lines 2a through 2d	2e	93,201
3	Subtract line 2e from line 1	3	4,578,249
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	1,901
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	1,901
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	4,580,150

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	4,259,496
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	16,532
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	72,451
e	Add lines 2a through 2d	2e	88,983
3	Subtract line 2e from line 1	3	4,170,513
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	1,901
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	1,901
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	4,172,414

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
SCHEDULE D, PAGE 1, PART II, LINE 9	CONSERVATION EASEMENTS REPRESENT A PERPETUAL RESTRICTION ON THE USE OF THE LAND WITHOUT TRANSFER OF OWNERSHIP OF THE UNDERLYING PROPERTY. THE ORGANIZATION ACQUIRED EASEMENTS THROUGH DONATIONS FROM PROPERTY OWNERS. THE ORGANIZATION DOES NOT RECORD THE CONSERVATION EASEMENTS IN ITS FINANCIAL STATEMENTS.
SCHEDULE D, PAGE 2, PART IV, LINE 2B	WILDEARTH GUARDIANS AND OTHER ENVIRONMENTAL GROUPS COLLECTIVELY WON A CASE IN 2005 TO PROTECT THE SILVERY MINNOW HABITAT IN THE RIO GRANDE RIVER. THE SETTLEMENT AGREEMENT REQUIRED PAYMENT OF 225,000 FROM THE ALBUQUERQUE BERNALILLO COUNTY WATER UTILITY AUTHORITY AND 25,000 FROM ENVIRONMENTAL GROUPS, COLLECTIVELY, TO BE PUT INTO AN ESCROW ACCOUNT. THE SETTLEMENT AGREEMENT DESIGNATED THE FUNDS FOR THE PURCHASE WATER RIGHTS. THE ORGANIZATION IS THE FISCAL AGENT OF THE FUNDS. THE ORIGINAL ESCROW AGREEMENT WAS FOR THE PERIOD OF JANUARY 18, 2007 TO 2012, AND DURING 2012, THE PARTIES NEGOTIATED AN EXTENSION FOR AN ADDITIONAL 5 YEARS. CHANGES IN THE BALANCE OF THESE FUNDS HELD FOR OTHERS INCLUDES INTEREST EARNED ON THE ORIGINAL CONTRIBUTIONS, AND AS OF DECEMBER 31, 2021 AND 2020, THE TOTAL AMOUNT HELD UNDER THIS FISCAL AGENCY AGREEMENT WAS 67,162 AND 134,333, RESPECTIVELY. AN AMENDED AGREEMENT WAS NEGOTIATED IN 2018 WITH RELEVANT PARTIES WHICH WILL PERMIT THE ORGANIZATION TO USE THESE FUNDS TO ESTABLISH A STAFF POSITION DEDICATED TO PROTECTING AND RESTORING THE RIO GRANDE. THE AGREEMENT ALLOWS THE ORGANIZATION TO DRAW APPROXIMATELY 65,000 A YEAR FROM THE FUND, FOR UP TO FOUR YEARS, TO SUPPORT THIS POSITION. REVENUE WILL BE RECOGNIZED BY THE ORGANIZATION AS THE TERMS OF THE AGREEMENT ARE MET. THE FIRST THREE OF FOUR WITHDRAWALS OCCURRED DURING 2021, 2020 AND 2019 IN THE AMOUNT OF 67,171, 67,158, AND 67,104, RESPECTIVELY. THE FINAL WITHDRAWAL IS EXPECTED TO OCCUR DURING 2022.
SCHEDULE D, PAGE 2, PART V, LINE 4	THE BOARD DESIGNATED FUND'S GOAL IS TO ACCUMULATE A CASH RESERVE THAT IS A MINIMUM OF 4 MONTHS OF EXPENSES AT ANY ONE TIME, AND WHEN AVERAGED OVER 12 MONTHS, A MINIMUM AVERAGE OF 6 MONTHS OF EXPENSES. ENDOWMENT FUNDS ARE HELD AT 4 SEPARATE FOUNDATIONS AND ARE SUBJECT TO THE FOUNDATION'S INVESTMENT AND SPENDING POLICIES WHICH CURRENTLY RESULT IN DISTRIBUTIONS TO THE ORGANIZATION OF UP TO 5% OF AVERAGE VALUE.
SCHEDULE D, PAGE 3, PART X	WILDEARTH GUARDIANS HAS RECEIVED AN INTERNAL REVENUE SERVICE EXEMPTION FROM FEDERAL INCOME TAXES UNDER SECTION 501(C)(3). THE ORGANIZATION FILES ITS FEDERAL FORM 990 TAX RETURNS IN THE U.S. FEDERAL JURISDICTION AND THE ONLINE CHARITABLE REGISTRATION IN THE OFFICE OF THE ATTORNEY GENERAL FOR THE STATE OF NEW MEXICO. THE ORGANIZATION IS GENERALLY NO LONGER SUBJECT TO EXAMINATION BY THE INTERNAL REVENUE SERVICE AND THE NEW MEXICO TAXATION AND REVENUE DEPARTMENT FOR FISCAL YEARS BEFORE 2018. THE ORGANIZATION IS NOT CURRENTLY UNDER AUDIT NOR HAS THE ORGANIZATION BEEN CONTACTED BY ANY OF THESE JURISDICTIONS. MANAGEMENT BELIEVES THAT THEY ARE OPERATING WITHIN THEIR TAX-EXEMPT PURPOSE.
SCHEDULE D, PAGE 4, PART XI, LINE 2D	SPECIAL EVENT EXPENSES 72,451
SCHEDULE D, PAGE 4, PART XII, LINE 2D	SPECIAL EVENT EXPENSES 72,451

Additional Data

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Software ID:

Software Version:

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

- 1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- a ☐ Mail solicitations

e ☐ Solicitation of non-government grants

b ☐ Internet and email solicitations

f ☐ Solicitation of government grants

c ☐ Phone solicitations

g ☐ Special fundraising events

d ☐ In-person solicitations
- 2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☐ Yes ☐ No
- b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
Total ▶						

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

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

Revenue		(a)Event #1	(b) Event #2	(c)Other events	(d) Total events
		<u>GUARDIANS GALA</u> (event type)	<u>HOWLING AFFAIR</u> (event type)	<u>(total number)</u>	(add col. (a) through col. (c))
Revenue	1 Gross receipts	102,566	18,665		121,231
	2 Less: Contributions				
	3 Gross income (line 1 minus line 2)	102,566	18,665		121,231
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses	27,861	7,273		35,134
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				35,134
	11 Net income summary. Subtract line 10 from line 3, column (d) ▶				86,097

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

11

Does the organization conduct gaming activities with nonmembers?

☐ Yes ☐ No

12

Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?

☐ Yes ☐ No

13

Indicate the percentage of gaming activity conducted in:

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

14

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

Name ▶ -----

Address ▶ -----

15a

Does the organization have a contract with a third party from whom the organization receives gaming revenue?

☐ Yes ☐ No

b

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

c

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

Name ▶ -----

Address ▶ -----

16

Gaming manager information:

Name ▶ -----

Gaming manager compensation ▶ \$ -----

Description of services provided ▶ -----

☐ Director/officer ☐ Employee ☐ Independent contractor

17

Mandatory distributions:

a

Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?

☐ Yes ☐ No

b

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

Part IV

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

Return Reference	Explanation
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Part I

Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	11	83,255	FAIR MARKET VALUE
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ► ()				
26 Other ► ()				
27 Other ► ()				
28 Other ► ()				

29

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

29

30a

During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?

30a

No

b

If "Yes," describe the arrangement in Part II.

31

Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?

31

No

32a

Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

32a

No

b

If "Yes," describe in Part II.

33

If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

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

Return Reference

Explanation

Additional Data

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SCHEDULE O (Form 990) Department of the Treasury Internal Revenue Service		Supplemental Information to Form 990 or 990-EZ Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information. ▶ Attach to Form 990 or 990-EZ. ▶ Go to www.irs.gov/Form990 for the latest information.		OMB No. 1545-0047 2021 Open to Public Inspection	
Name of the organization WILDEARTH GUARDIANS				Employer identification number 85-0406306	
Return Reference		Explanation			
FORM 990 - ORGANIZATION'S MISSION		WE ARE GUARDIANS. WE PROTECT AND RESTORE THE WILDLIFE, WILD PLACES, WILD RIVERS, AND HEALTH OF THE AMERICAN WEST. WE ENVISION A WORLD WHERE WILDLIFE AND WILD PLACES ARE RESPECTED AND VALUED AND OUR WORLD IS SUSTAINABLE FOR ALL BEINGS. WE BELIEVE IN NATURE'S INHERENT RIGHT TO EXIST AND THRIVE. WE SPEAK FOR THE WILD LIFE, PLACES, AND WATERS THAT HAVE BEEN DOMINATED AND ABUSED TO SERVE THE INTERESTS OF A GREEDY FEW. BIT BY BIT, WE ARE RESTORING THE BALANCE. WE ARE NOW, AS ALWAYS, A FORCE OF NATURE.			
FORM 990, PAGE 2, PART III, LINE 4A		SUMMARY OF ACCOMPLISHMENTS LAST YEAR, TIME DISSOLVED, COLLAPSED AND SIMULTANEOUSLY SLOWED DOWN. YET WE CONTINUED THE ENDLESS, URGENT STRUGGLE TO CLOSE THE GAP BETWEEN THE WORLD AS IT IS AND THE WORLD AS WE ASPIRE FOR IT TO BE. THIS IS THE WORK OF A GUARDIAN. WE ARE BLESSED TO INHABIT THE AMERICAN WEST. ITS WILD, OPEN SPACES RELENTLESSLY INSPIRE US TO CREATE A MORE JUST, COMPASSIONATE AND DEMOCRATIC WORLD. IN 2021, WE CONTINUED OUR WORK AT BOTH THE NATIONAL AND STATE LEVELS TO ENACT THAT VISION. IN MARCH, WE FINALLY SECURED A BAN ON TRAPS, SNARES, AND POISONS IN THE NEW MEXICO LEGISLATURE. WE NOT ONLY PROTECTED WILDLIFE AND COMPANION ANIMALS THROUGHOUT THE LAND OF ENCHANTMENT-WE ALSO INSPIRED THE BELIEF THAT WE CAN ENACT SIMILAR PROTECTIONS THROUGHOUT THE WEST AND BEYOND. OUR WIN CREATES MORE COMPASSION IN THE WORLD. WHEN WE FINALLY SECURED PASSAGE OF THE LEGACY ROADS AND TRAILS ACT IN THE INFRASTRUCTURE BILL IN NOVEMBER, WE HELPED INSTITUTIONALIZE A NASCENT CULTURE WITHIN THE FOREST SERVICE THAT VALUES REWILDING AND RESTORING THE SAME LANDSCAPES THAT THE AGENCY ONCE EXPLOITED. THIS LAW CREATES MORE CAPACITY FOR HEALING IN THE WORLD. BOTH EFFORTS REPRESENT THE CULMINATION OF YEARS, IF NOT DECADES, OF ATTEMPTS TO BRING PEOPLE TOGETHER ON BEHALF OF A VISION THAT DISPLACES OLD NARRATIVES OF EXPLOITATION AND DOMINATION. THESE LEGISLATIVE WINS REFLECT A DESIRE FOR AND COMMITMENT TO THE DURABILITY OF OUR IMPACT. NATIONAL POLITICS REMINDS US: WE NEED CONSERVATION GAINS THAT CAN'T BE UNDONE. BUT BIG, CATALYTIC WINS ALSO COME IN THE COURTS, AND WE HAD PLENTY OF THOSE IN 2021. WE WON VICTORIES FOR THE JOSHUA TREE, LYNX, WOLVES AND FOR WILD RIVERS, INCLUDING, ESPECIALLY, THE WILLAMETTE. MOREOVER, WE SUCCESSFULLY CHALLENGED MANY OF THE RECKLESS, CLIMATE DENIAL-FUELED POLICIES THAT GUIDE THE DEPARTMENT OF INTERIOR. SACRED LANDSCAPES, WILD RIVERS, ICONIC SPECIES AND MORAL RELATIONSHIPS TO THE NATURAL WORLD ARE THE COMPASS POINTS THAT GUIDE OUR WORK, WHETHER IN THE TURBULENT PAST OR IN OUR HOPEFUL FUTURE. SYSTEMS ARCHITECTURE THIS IS NOT A MOMENT; IT'S A MOVEMENT. REAL CHANGE-LASTING CHANGE-REQUIRES CHANGING SYSTEMS. SYSTEMIC CHANGE REQUIRES A TRULY INCLUSIVE TRUE NORTH, DATA-DRIVEN STRATEGIC PLANNING, A LONG-TERM COMMITMENT TO STAYING THE COURSE AND EMPLOYING THE MOST EFFECTIVE TOOLS ALONG THE WAY. GUARDIANS KEPT OUR HARD-HITTING LITIGATION BECAUSE IT WORKS. WE'RE ALSO BUILDING POLITICAL POWER BY RAMPING UP RELATIONAL ADVOCACY, ORGANIZING CAMPAIGNS AND MOBILIZING PEOPLE INTO POWERFUL COMMUNITIES IN SERVICE OF SOMETHING BIGGER THAN THEMSELVES. AND WE PRIORITIZED RECTIFYING THE GROSS DAMAGES OF FOUR YEARS OF THE TRUMP ADMINISTRATION. CHANGE MAY NOT HAPPEN QUICKLY. BUT IN 2021, WE WIELDED PATIENCE, PLANNING AND RELENTLESS PERSISTENCE TO MAKE SEISMIC SHIFTS. PATIENT PERSISTENCE FIFTEEN YEARS AGO, WE PIONEERED A CAMPAIGN TO BAN BARBARIC WILDLIFE TRAPPING ON PUBLIC LANDS IN NEW MEXICO. ON MARCH 18, 2021, WE WON BY A SINGLE HAIR ON A BOBCAT'S CHIN. FIFTEEN YEARS, WITH A TEAM DEDICATED TO THE CAUSE, CAME DOWN TO ONE VOTE. ONE VOTE THAT AFFIRMED OUR DECADE-AND-A-HALF CULTURAL INCUBATION FROM CRUELTY TO COMPASSION WORKED. ON APRIL 5, 2021, GOVERNOR MICHELLE LUJAN GRISHAM SIGNED THE BILL INTO LAW. ALSO KNOWN AS "ROXY'S LAW," AFTER A BELOVED DOG WHO WAS STRANGLED TO DEATH BY A TRAPPER'S SNARE, SENATE BILL (SB) 32, THE WILDLIFE CONSERVATION AND PUBLIC SAFETY ACT, IS NOW THE GOLD STANDARD FOR WILDLIFE COEXISTENCE: NO TRAPS, NO SNARES, NO POISONS ON PUBLIC LANDS. OUR WIN IS MOMENTOUS-AND FOUNDATIONAL. GIVEN TRAPPING'S INVETERATE ROLE IN THE COURSE OF HUMANITY, 15 YEARS IS LIGHTNING FAST. BUT FOR EVERY ANIMAL ENSNARED, IT'S ETERNITY. MOST AMERICANS OPPOSE TRAPS AND POISONS ON PUBLIC LANDS. BUT POISONING WILDLIFE HAS BEEN LEGAL ON ALL PUBLIC LANDS SINCE PRESIDENT REAGAN REINSTATED IT IN 1982-AND TRAPPING IS LEGAL EVERYWHERE IN ALL BUT A HANDFUL OF STATES. AS MUCH AS WE WANT THE FEDERAL GOVERNMENT TO LEAD ON HUMANE FEDERAL PUBLIC LANDS POLICY, THEY DON'T. SO, WE DID. IT TAKES PATIENCE, PERSISTENCE, COLLABORATION AND CULTIVATING CULTURAL CHANGE AT THE STATE LEVEL. STATE WINS ARE OUR BLUEPRINT FOR BROADER SUCCESSES. FOR HUMANE WILDLIFE POLICY, NEW MEXICO IS NOW THE GOLD STANDARD. WE'VE TAKEN IT TO NEVADA. ETHNICALLY AND CULTURALLY DIVERSE, UNDERSERVED WITH IMMENSE PUBLIC LANDS AND IMPRESSIVE BIODIVERSITY THAT IS AT RISK, NEVADA HAS A DEARTH OF WILDLIFE CONSERVATION EFFORTS. ON WESTERN STATES' TRAPPING REGULATIONS, NEVADA IS DEAD LAST. THEIR 96-HOUR TRAP CHECK WINDOW IS THE WORST IN THE WEST. THERE ARE NO KILL LIMITS FOR ANY SPECIES. WILDLIFE KILLING CONTESTS ARE COMMON AND UNREGULATED. WE'VE ALREADY ORGANIZED LOCAL ACTIVISTS IN NEVADA, WHICH IS CRUCIAL TO WINNING. UNITY CONSCIENCE TO GO FAST, GO ALONE. TO GO FAR, GO TOGETHER. ~AFRICAN PROVERB COVID-19'S ENFORCED ISOLATION HAS UNDERSCORED THE IMPORTANCE OF CONNECTION-TO OUR VALUES, EACH OTHER, AND THE NATURAL WORLD THAT NOURISHES, HEALS AND INSPIRES US. CONNECTION GIVES US STRENGTH AND STAMINA. WHETHER CONNECTING FRACTURED ECOSYSTEMS TO REGENERATE OR CONNECTING ACTIVISTS TO WORK TOWARDS A COMMON GOOD, WE'RE AMPLIFYING THE POWER OF TOGETHER. UN-DOING THE DAMAGE OF DEEP SYSTEMIC INJUSTICES REQUIRES REORGANIZING SYSTEMS. OUR SHIFT TO AUGMENT AN ORGANIZATIONAL FOCUS IS ABOUT INCUBATING CHANGE IN BELIEFS AND VALUES AND BUILDING AND CONFRONTING POWER. WE HAVE A NEW TEAM OF CAMPAIGN ORGANIZERS TO STRENGTHEN OUR LEGAL ADVOCACY WITH POLITICAL ADVOCACY THAT CAN DRIVE DURABLE TRANSFORMATION. NEW STAFF FOCUSED OUR COMMUNICATIONS LENS ON THE TRANSCENDENT POWER OF STORIES TO CONNECT, UNIFY AND REFLECT OUR RESPONSIBILITY TO JUSTICE. THE LEGACY ROADS AND TRAILS LEGISLATION EXEMPLIFIES THE EXPONENTIAL BENEFIT OF PROGRAMS BUILT WITH AND FOR CONNECTIVITY. WORKING WITH DIVERSE ALLIES FROM TRAIL ADVOCATES TO ANGLERS AND CITY WATER MANAGERS, WE HELPED ASSEMBLE A NATIONAL CONSTITUENCY THAT VALUES REWILDING PUBLIC LANDS THAT ARE ESSENTIAL FOR PLANTS,			

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	ANIMALS AND HUMANS. THE NEW LAW HELPS HEAL PAST HARM AND ENSURE FUTURE HEALTH BY STRATEGICALLY RECONNECTING HABITAT FOR MIGRATING WILDLIFE AND FISH, PROTECTING CLEAN WATER FOR COMMUNITIES, IMPROVING ACCESS TO NATIONAL FORESTS AND CREATING HIGH-PAYING LOCAL JOBS WHILE ADDRESSING TWO OF THE EXISTENTIAL CRISES OF OUR TIME: BIODIVERSITY AND CLIMATE. SOCIAL AND ENVIRONMENTAL JUSTICE ARE INTERTWINED. WE HAVE ALWAYS CENTERED OUR WORK ON PROTECTING THE VULNERABLE, SPEAKING UP FOR THE VOICELESS AND CONFRONTING THE POWERFUL AND UNJUST SYSTEMS THAT STAND IN THE WAY. OUR COMMITMENT TO GOING FAR TOGETHER ENSURES GUARDIANS IS AS STRONG AND RESILIENT AS THE WEST'S WILDEST, DIVERSE ECOSYSTEMS, AND THAT WE ARE DOING ALL WE CAN TO CREATE A MORE JUST, EQUITABLE, DIVERSE AND INCLUSIVE WORLD. DEFENSE MECHANISMS NEVER HAS OUR COMMITMENT TO SAFEGUARD BIODIVERSITY MATTERED MORE. CLIMATE CHANGE IS THREATENING SURVIVAL IN REAL TIME. SPECIES ARE GOING EXTINCT. FORESTS ARE BURNING. THESE VITAL YET ENDANGERED ECOSYSTEMS ARE OUR LIFE SUPPORT SYSTEMS. WE ARE IN TRIAGE TO STRATEGICALLY PRESERVE ESSENTIAL, ICONIC AND INDICATOR SPECIES WITH THE BROADEST RANGE OF ECOLOGICAL IMPACT, AS WELL AS HONOR THE INHERENT VALUE OF ALL SPECIES. NOT ONLY DO WE RESIST ENVIRONMENTAL ABUSE, WE ARE PROCURING POWER TO PRESERVE THE WILD, THE VULNERABLE AND THE VALUABLE AMONG US, BUT ALSO THE AWE AND WONDER IN IT THAT SAVES US ALL. TICK, TICK...BOOM JOSHUA TREES HAVE BEEN AROUND FOR 2.5 MILLION YEARS. TODAY, SCIENTIFIC EVIDENCE INDICATES THAT JOSHUA TREES WILL BE AT THE BRINK OF EXTINCTION BY CENTURY'S END. CLIMATE CHANGE AND SPECIES EXTINCTION ARE HAPPENING-AT WILDFIRE PACE. CLIMATE CHANGE, INVASIVE GRASS-FUELED WILDFIRES, HUMAN EXPANSION AND HABITAT DEGRADATION HAVE ALREADY REDUCED THE RICHNESS OF THE MOJAVE DESERT'S BIODIVERSITY BY ABOUT 50% OVER THE LAST CENTURY. THE PAST TWO SUMMERS, TEMPERATURES HAVE REACHED A BLISTERING 130 F. JOSHUA TREES REQUIRE COLD TO REPRODUCE. OLDER TREES IN HOTTER AND DRIER PORTIONS OF THE MOJAVE ARE DYING OFF AND RESEARCHERS AREN'T FINDING ANY BABY TREES IN THOSE AREAS TO REPLACE THEM. MEANWHILE, THE FEDERAL GOVERNMENT IS EAGER TO INSTALL INDUSTRIAL SOLAR POWER ON THESE PUBLIC LANDS, FURTHER IMPERILING A FRAGILE, STRESSED ECOSYSTEM. THE INCREASED PRESSURES SPOTLIGHT THE SIGNIFICANCE OF OUR MOST RECENT ENDANGERED SPECIES WIN. IN 2019, WILDEARTH GUARDIANS FILED A LAWSUIT CHALLENGING THE U.S. FISH AND WILDLIFE SERVICE'S DECISION TO DENY THE JOSHUA TREE FEDERAL PROTECTION UNDER THE ENDANGERED SPECIES ACT. ON SEPTEMBER 22, 2021, A FEDERAL DISTRICT COURT IN LOS ANGELES RULED THAT THE U.S. FISH AND WILDLIFE SERVICE VIOLATED THE LAW WHEN IT FAILED TO PROTECT THE IMPERILED JOSHUA TREE. THIS ICONIC WIN FOR AN ICONIC SPECIES IS CRUCIAL. BUT THE JOSHUA TREE IS JUST ONE MANY SPECIES CAUGHT IN THE BIODIVERSITY CRISIS. IN 2021, WE FOUGHT FOR LYNX, WOLVERINE, SAGE GROUSE, THE PRAIRIE CHICKEN AND MANY OTHER SPECIES THAT NEED THE SAFETY NET THAT IS THE ENDANGERED SPECIES ACT. PRESERVING IMPERILED SPECIES UNDER THE ENDANGERED SPECIE
FORM 990, PAGE 6, PART VI, LINE 11B	A DRAFT OF THE 990 IS SENT ELECTRONCIALLY TO ALL BOARD MEMBERS FOR THEIR REVIEW. COMMENTS AND CORRECTIONS ARE STRONGLY ENCOURAGED. IN ADDITION, THE ASSOCIATE DIRECTOR AND ACCOUNTANT REVIEW THE DRAFT IN DETAIL AND DISCUSS AS REQUIRED WITH THE PREPARER.
FORM 990, PAGE 6, PART VI, LINE 12C	IN ADDITION TO REQUIRING BOARD MEMBERS, STAFF AND REGULAR CONTRACTORS TO PROACTIVELY NOTIFY THE FULL BOARD OF ANY CONFLICTS, ALL BOARD MEMBERS, STAFF, AND REGULAR CONTRACTORS MUST SIGN AN ANNUAL FORM WHICH A) AFFIRMS THAT THEY HAVE RECEIVED A COPY OF THE POLICY; B) READ AND UNDERSTOOD IT; C) AGREED TO COMPLY WITH THE POLICY; D) UNDERSTOOD THAT WILDEARTH GUARDIANS IS A CHARITABLE ORGANIZATION AND MUST ENGAGE IN ACTIVITIES WHICH ACCOMPLISH ONE OR MORE OF ITS TAX-EXEMPT PURPOSES; AND E) LIST ALL RELATIONSHIPS WITH WILDEARTH GUARDIANS' VENDORS, SERVICE RECIPIENTS, FUNDERS, EMPLOYEES AND CONTRACTORS. ALL POTENTIAL CONFLICTS ARE REVIEWED BY THE BOARD OF DIRECTORS WITHOUT THE PRESENCE OF THE INTERESTED PARTY.
FORM 990, PAGE 6, PART VI, LINE 15A	THE BOARD OF DIRECTORS REVIEWS AND APPROVES THE EXECUTIVE DIRECTOR'S ANNUAL SALARY, WITH NO PARTICIPATION BY THE EXECUTIVE DIRECTOR OR OTHER INTERESTED PERSONS. THE EXECUTIVE DIRECTOR'S SALARY IS ESTABLISHED USING COMPARABLE DATA FOR SIMILARLY QUALIFIED PERSONS IN FUNCTIONALLY COMPARABLE POSITIONS AT SIMILAR NONPROFITS; CONSIDERATION OF ROLES AND RESPONSIBILITIES OF THE EXECUTIVE DIRECTOR; AND COST OF LIVING DATA. COMPARABLE MARKET DATA IS OBTAINED FROM SALARY SURVEYS AND FORM 990'S FILED BY COMPARABLE NOT-FOR PROFIT ORGANIZATIONS. DISCUSSIONS AND DECISIONS REGARDING THE COMPENSATION ARE DOCUMENTED IN EXECUTIVE COMMITTEE MINUTES. THE EXECUTIVE DIRECTOR ALSO RECEIVES REIMBURSEMENTS FOR ROUTINE, REASONABLE, AND DOCUMENTED EXPENSES INCURRED DURING THE YEAR UNDER AN ACCOUNTABLE PLAN. THE EXECUTIVE DIRECTOR TRAVELS THROUGHOUT OUR SERVICE AREA. THE ORGANIZATION HAS A TRAVEL POLICY THAT CAPS REIMBURSEMENT LEVELS AND REQUIRES LOW-BUDGET TRAVEL.
FORM 990, PAGE 6, PART VI, LINE 15B	A LINE ITEM BUDGET IS APPROVED BY THE BOARD OF DIRECTORS ANNUALLY. THE BOARD APPROVES THE OVERALL SALARIES AND BENFITS EXPENSES. DISCUSSIONS AND DECISIONS REGARDING THE BUDGET ARE DOCUMENTED IN BOARD MEETING MINUTES. THE EXECUTIVE DIRECTOR REVIEWS AND APPROVES THE SALARIES OF OTHER OFFICERS OR KEY EMPLOYEES, WITH NO PARTICIPATION BY THE INTERESTED PERSONS, IN ACCORDANCE WITH WITH THE ANNUAL BUDGET APPROVED BY THE BOARD OF DIRECTORS. THE EXECUTIVE DIRECTOR ESTABLISHES SALARIES USING COMPARABLE FOR SIMILARLY QUALIFIED PERSONS IN FUNCTIONALLY COMPARABLE POSITIONS AT SIMILAR NONPROFITS; CONSIDERATION OF ROLES AND RESPONSIBILITIES OF THE OFFICER OR KEY EMPLOYEE; AND COST OF LIVING DATA. COMPARABLE MARKET DATA IS OBTAINED FROM SALARY SURVEYS AND FORM 990'S FILED BY COMPARABLE NOT-FOR-PROFIT ORGANIZATIONS. CAROL NORTON IS LISTED AS AN OFFICER DUE TO FORM 990 DEFINITIONS AS THE SENIOR FINANCIAL STAFF PERSON; SHE IS NOT AN OFFICER UNDER STATE LAW.
FORM 990, PAGE 6, PART VI, LINE 19	WE CONSIDER REQUESTS ON A CASE-BY-CASE BASIS.
FORM 990, PART IX, LINE 11G	CONTRACT LABOR 276,657 51,495 84,095 PROFESSIONAL FEES 88,082 13,053 1,914 TOTAL 364,739 64,548 86,009

Additional Data

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