Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

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

OMB No. 1545-0047

2021

Open to Public Inspection

A For the 2021 calendar year, or tax year beginning 01-01-2021 , and ending 12-31-2021

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

C Name of organization
TIDES ADVOCACY

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
1014 TORNEY AVENUE

City or town, state or province, country, and ZIP or foreign postal code
SAN FRANCISCO, CA 94129

D Employer identification number
94-3153687

E Telephone number
(415) 561-6328

G Gross receipts $ 80,900,769

F Name and address of principal officer:
ROMILDA AVILA
1014 TORNEY AVENUE
SAN FRANCISCO, CA 94129

H(a) Is this a group return for subordinates? [ ] Yes [x] No

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

H(c) Group exemption number ▶

I Tax-exempt status: [ ] 501(c)(3) [x] 501(c) (4) ◀ (insert no.) [ ] 4947(a)(1) or [ ] 527

J **Website:** ▶ WWW.TIDESADVOCACY.ORG

K Form of organization: [x] Corporation [ ] Trust [ ] Association [ ] Other ▶

L Year of formation: 1992

M State of legal domicile: CA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
THE MISSION OF TIDES ADVOCACY IS TO ADVOCATE FOR AND MAKE GRANTS IN SUPPORT OF SOCIAL JUSTICE, THE ENVIRONMENT, AND THE HEALTH OF OUR DEMOCRACY.

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

3	Number of voting members of the governing body (Part VI, line 1a)	3	9
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	8
5	Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	450
6	Total number of volunteers (estimate if necessary)	6	325
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	149,144,109	73,869,583
	9	Program service revenue (Part VIII, line 2g)	3,398,105	4,402,611
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	56,776	83,280
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,232,809	141,136
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	153,831,799	78,496,610
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	68,856,820	22,368,451
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	27,296,085	32,473,177
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	215,286	349,576
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶481,733		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	36,033,313	20,702,248
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	132,401,504	75,893,452
	19	Revenue less expenses. Subtract line 18 from line 12	21,430,295	2,603,158

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	54,251,682	54,536,746
	21	Total liabilities (Part X, line 26)	6,827,804	6,829,473
	22	Net assets or fund balances. Subtract line 21 from line 20	47,423,878	47,707,273

Part II Signature Block

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

Sign Here

▶ Signature of officer — Date 2022-11-15

▶ ROMILDA AVILA CHIEF EXECUTIVE OFFICER
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check [ ] if self-employed	PTIN
		2022-11-15		P00366884

Firm's name ▶ MOSS ADAMS LLP — Firm's EIN ▶ 91-0189318

Firm's address ▶ 101 SECOND STREET SUITE 900
SAN FRANCISCO, CA 94105 — Phone no. (415) 956-1500

May the IRS discuss this return with the preparer shown above? (see instructions) [x] Yes [ ] No

Part III **Statement of Program Service Accomplishments**

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

1 Briefly describe the organization's mission:

THE MISSION OF TIDES ADVOCACY IS TO ADVOCATE FOR AND MAKE GRANTS IN SUPPORT OF SOCIAL JUSTICE, THE ENVIRONMENT, AND THE HEALTH OF OUR DEMOCRACY.

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 $ 70,025,653 including grants of $ 22,368,451) (Revenue $ 4,402,611)

TIDES ADVOCACY SUPPORTS, THROUGH ADVOCACY AND GRANTMAKING, INNOVATIVE INITIATIVES TO BRIDGE BOUNDARIES AND SUSTAIN INVESTMENT IN SOCIAL CHANGE. OUR PRIMARY AREAS OF FOCUS INCLUDE: PROMOTING EQUALITY, HUMAN RIGHTS AND SHARED PROSPERITY; IMPROVING AND PROTECTING HEALTH AND THE ENVIRONMENT; AND ADVANCING DEMOCRACY.

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

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

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

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

4e **Total program service expenses ▶** 70,025,653

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
22	Did the organization report more than $5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L,* Part I	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L,* Part I	25b		No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part II*	26		No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? *If "Yes," complete Schedule L,* Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? *If "Yes," complete Schedule L, Part IV*	28a		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? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34		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		
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	544			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	

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

				Line	Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	450			
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? *If "No" to line 3b, provide an explanation in Schedule O*			3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a		No
b	If "Yes," enter the name of the foreign country: ▶ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?			6a	Yes	
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b	Yes	
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		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		
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		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		
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? *If "No," provide an explanation in Schedule O*			14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.			15		No
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.			16		No
17	**Section 501(c)(21) organizations.** Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.			17		

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

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

Section A. Governing Body and Management

			Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year	1a	9		
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.				
b Enter the number of voting members included in line 1a, above, who are independent	1b	8		
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 ▶ AL,AR,CA,FL,GA,HI,IL,KS,KY,MA,MD,MN,MS,NC,NH,NJ,NY,OK,OR,PA,RI,SC,TN,UT,VA,WA,WI,WV

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:

▶SIHLE-TINA DINANI 1014 TORNEY AVENUE THE PRESIDIO SAN FRANCISCO,CA 94129 (415) 561-6328

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

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) SHAREEN PUNIAN CHAIR THROUGH 12/2021 / DIRECTOR	5.00	X		X				0	0	0
(2) VINCENT JONES SECR THRU 12/2021/CHAIR AS OF 12/2021	5.00	X		X				0	0	0
(3) DEB KINNEY TREASURER AS OF 12/2021	5.00	X		X				0	0	0
(4) RAJASVINI BHANSALI SECRETARY AS OF 1/2021	5.00	X		X				0	0	0
(5) NICOLE BOUCHER DIRECTOR	1.00	X						0	0	0
(6) WILLIAM CORDERY DIRECTOR	1.00	X						0	0	0
(7) JANIECE EVANS-PAGE DIRECTOR	1.00	X						0	0	0
(8) KACI PATTERSON DIRECTOR	1.00	X						0	0	0
(9) ROMILDA AVILA PRESIDENT & CEO / DIRECTOR	40.00	X		X				210,191	0	655
(10) JACQUELINE VALLE SECR / CHIEF OF STAFF THROUGH 1/2021	40.00			X				55,750	0	1,039
(11) SIHLE-TINA DINANI CFO / TREASURER 1/2021 - 12/2021	40.00			X				168,663	0	32,628
(12) ANDREA GRANDA ASST SECR THRU 1/2021 / DEPUTY DIR.	40.00			X				147,823	0	24,630
(13) JACOB SUSSMAN MANAGING DIRECTOR, THE APPEAL	40.00				X			214,425	0	23,569
(14) ROBERT SMITH EXECUTIVE DIRECTOR, THE APPEAL	40.00				X			188,337	0	14,932
(15) DESMOND MEADE ED, FL RIGHTS RESTORATION COALITION	40.00					X		245,775	0	48,320
(16) TAREN STINEBRICKNER-KAUFFMAN PRESIDENT, NEW MEDIA VENTURES	40.00					X		242,115	0	20,141
(17) CRISTINE SOTO DEBERRY ED, PROSECUTORS ALLIANCE OF CA ACTION FUND	40.00					X		220,294	0	45,691

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(18) JESSICA SALINAS CIO, NEW MEDIA VENTURES	40.00					X		174,446	0	15,458
(19) LUDOVIC BLAIN EXECUTIVE DIRECTOR, CA DONOR TABLE	40.00					X		153,607	0	0

	(D)	(E)	(F)
1b Sub-Total ▶			
c Total from continuation sheets to Part VII, Section A ▶			
d Total (add lines 1b and 1c) ▶	2,021,426	0	227,063

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶ 56

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
HARD KNOCKS STRATEGIES LLC 3521 W BROWARD BLVD SUITE 302 FORT LAUDERDALE, FL 33312	PEO SERVICES FOR CAMPAIGN STAFF	1,826,399
BASE BUILDER LLC 77 SANDS ST 6TH FLOOR BROOKLYN, NY 11201	PEO SERVICES FOR CAMPAIGN STAFF	1,648,412
NATASHA MINSKER 900 FREMONT WAY SACRAMENTO, CA 95818	STRATEGY CONSULTING	302,097
SPARKPLUG LLC 4106 JENNIFER ST NW WASHINGTON, DC 20015	RESEARCH & STRATEGY DESIGN	261,603
THALIA ZEPATOS 4545 SE BROOKLYN ST PORTLAND, OR 97206	ORG DEVELOPMENT & STRATEGY CONSULTING	167,500

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 ▶ 14

Part VIII Statement of Revenue

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

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

Contributions, Gifts, Grants, and OtherAmt Similar Amounts

1a	Federated campaigns . . .	1a	
b	Membership dues . . .	1b	
c	Fundraising events . . .	1c	
d	Related organizations	1d	
e	Government grants (contributions)	1e	
f	All other contributions, gifts, grants, and similar amounts not included above	1f	73,869,583
g	Noncash contributions included in lines 1a - 1f:$	1g	2,404,159
h	**Total.** Add lines 1a-1f . . . . ▶		73,869,583

Program Service Revenue

		Business Code	(A)	(B)	(C)	(D)
2a	PROGRAM FEES	541900	4,402,611	4,402,611		
b						
c						
d						
e						
f	All other program service revenue.					
g	**Total.** Add lines 2a–2f. . . . . ▶		4,402,611			

Other Revenue

		(A)	(B)	(C)	(D)
3	Investment income (including dividends, interest, and other similar amounts) . . . ▶	110,376			110,376
4	Income from investment of tax-exempt bond proceeds ▶				
5	Royalties . . . . ▶				

			(i) Real	(ii) Personal
6a	Gross rents	6a	67,744	
b	Less: rental expenses	6b	0	
c	Rental income or (loss)	6c	67,744	

		(A)	(B)	(C)	(D)
d	Net rental income or (loss) . . . . ▶	67,744			67,744

			(i) Securities	(ii) Other
7a	Gross amount from sales of assets other than inventory	7a	2,377,063	
b	Less: cost or other basis and sales expenses	7b	2,404,159	
c	Gain or (loss)	7c	-27,096	

				(A)	(B)	(C)	(D)
d	Net gain or (loss) . . . . ▶			-27,096			-27,096
8a	Gross income from fundraising events (not including $ ____ of contributions reported on line 1c). See Part IV, line 18	8a					
b	Less: direct expenses	8b					
c	Net income or (loss) from fundraising events . . ▶						
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	(A)	(B)	(C)	(D)
11a	MISCELLANEOUS INCOME	561000	73,392			73,392
b						
c						
d	All other revenue					
e	**Total.** Add lines 11a–11d . . . . ▶		73,392			
12	**Total revenue.** See instructions . . . . . ▶		78,496,610	4,402,611	0	224,416

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	17,698,677	17,698,677		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	624,555	624,555		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	4,045,219	4,045,219		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,082,643	613,716	468,927	
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	25,385,505	22,353,127	2,922,039	110,339
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	552,234	495,022	56,185	1,027
9 Other employee benefits	3,482,729	3,099,066	377,303	6,360
10 Payroll taxes	1,970,066	1,743,524	223,021	3,521
11 Fees for services (non-employees):				
a Management				
b Legal	519,056	423,962	94,656	438
c Accounting	64,707	8,577	56,130	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	349,576			349,576
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	11,491,408	10,814,628	673,273	3,507
12 Advertising and promotion				
13 Office expenses	1,624,233	1,578,138	45,651	444
14 Information technology	543,067	527,656	15,263	148
15 Royalties . .				
16 Occupancy	779,315	550,095	229,220	
17 Travel	948,419	917,064	25,916	5,439
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19 Conferences, conventions, and meetings	323,615	294,650	28,818	147
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization . .				
23 Insurance . . .	279,405	264,405	15,000	
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 COMMUNICATIONS/OUTREACH	2,847,899	2,843,786	3,808	305
b LICENSES & SERVICE FEES	573,786	468,762	104,739	285
c TAXES	556,039	524,710	31,329	
d EMPLOYEE SUPPORT	110,382	97,689	12,496	197
e All other expenses	40,917	38,625	2,292	
25 **Total functional expenses.** Add lines 1 through 24e	75,893,452	70,025,653	5,386,066	481,733
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) Beginning of year		(B) End of year
Assets	1	Cash–non-interest-bearing	46,850,277	1	35,157,266
	2	Savings and temporary cash investments	2,565,359	2	4,884,975
	3	Pledges and grants receivable, net	3,037,404	3	12,876,714
	4	Accounts receivable, net	1,300,355	4	985,860
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	154,179	9	49,699
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D — 10a: 54,356			
	b	Less: accumulated depreciation — 10b	0	10c	54,356
	11	Investments—publicly traded securities		11	
	12	Investments—other securities. See Part IV, line 11		12	
	13	Investments—program-related. See Part IV, line 11	275,000	13	450,000
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11	69,108	15	77,876
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)	54,251,682	16	54,536,746
Liabilities	17	Accounts payable and accrued expenses	6,521,090	17	6,271,473
	18	Grants payable	306,714	18	558,000
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		25	
	26	**Total liabilities.** Add lines 17 through 25	6,827,804	26	6,829,473
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	-430,816	27	-5,292,908
	28	Net assets with donor restrictions	47,854,694	28	53,000,181
		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	47,423,878	32	47,707,273
	33	Total liabilities and net assets/fund balances	54,251,682	33	54,536,746

Part XI Reconcilliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	78,496,610
2	Total expenses (must equal Part IX, column (A), line 25)	2	75,893,452
3	Revenue less expenses. Subtract line 2 from line 1	3	2,603,158
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	47,423,878
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	-414,366
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-1,905,397
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	47,707,273

Part XII Financial Statements and Reporting

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

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

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

SCHEDULE C (Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

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

OMB No. 1545-0047

2021

Open to Public Inspection

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

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

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

Name of the organization
TIDES ADVOCACY

Employer identification number
94-3153687

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 ▶ $ 3,860,588

3 Volunteer hours for political campaign activities. See instructions 500

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 ▶ $ 2,268,421

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ $ 1,592,167

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ $ 3,860,588

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) AAPI VICTORY FUND INC	499 SOUTH CAPITOL STREET SW SUITE WASHINGTON,DC 20003	47-5299901	75,000	
(2) ASIANS FOR OSSOFF WARNOCK	5680 OAKBROOK PARKWAY SUITE 148 NORCROSS,GA 30093	84-3953361	16,000	
(3) CLIMATE CABINET PAC	150 SUTTER STREET SAN FRANCISCO,CA 94104	84-4327022	100,000	
(4) DOWNBALLOT DISRUPTION PROJECT	PO BOX 15320 WASHINGTON,DC 20003	86-1490737	8,657	
(5) MICHIGAN ACTION	10210 BYRON ST APT 6 DETROIT,MI 48202	85-2322792	200,000	
(6) MIJENTE PAC	732 W POLK ST PHOENIX,AZ 85007	84-4616573	184,000	
(7) MOVEON POLITICAL ACTION	1442 WALNUT STREET 358 BERKELEY,CA 94709	94-3324022	208,510	
(8) WFP JUSTICE FUND NON CONTRIBUTION ACCOUNT	77 SANDS ST 6 BROOKLYN,NY 11201	85-1445747	100,000	
(9) WFP NATIONAL PAC	81 PROSPECT ST BROOKLYN,NY 11201	81-2160494	700,000	

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

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

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

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

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

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

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

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

Lobbying Expenditures During 4-Year Averaging Period

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

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

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.		(a) Yes	(a) No	(b) Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?			
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
PART I-A, LINE 1:	TIDES ADVOCACY MAKES CONTRIBUTIONS TO ORGANIZATIONS THAT SUPPORT ELECTORAL ACTIVITY, CONDUCTS INDEPENDENT EXPENDITURES AND MAKES OTHER PARTISAN COMMUNICATIONS TO SUPPORT OR OPPOSE SPECIFIC CANDIDATES.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

OMB No. 1545-0047
2021
Open to Public Inspection

Name of the organization
TIDES ADVOCACY

Employer identification number
94-3153687

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

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

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

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

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

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

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

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

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? . . . . ☐ Yes ☐ No

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

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

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? . . . . ☐ Yes ☐ No

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

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.** Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

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

(i) Revenue included on Form 990, Part VIII, line 1 . . . . ▶ $ ____________

(ii) Assets included in Form 990, Part X . . . . ▶ $ ____________

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

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

b Assets included in Form 990, Part X . . . . ▶ $ ____________

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

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

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

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

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

Part IV Escrow and Custodial Arrangements.

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

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

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

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

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

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

Part V Endowment Funds.

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

		(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a	Beginning of year balance					
b	Contributions					
c	Net investment earnings, gains, and losses					
d	Grants or scholarships					
e	Other expenditures for facilities and programs					
f	Administrative expenses					
g	End of year balance					

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

a Board designated or quasi-endowment ▶ ....

b Permanent endowment ▶ ....

c Term endowment ▶ ....

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

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

			Yes	No
	(i) Unrelated organizations	3a(i)		
	(ii) Related organizations	3a(ii)		
b	If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?	3b		

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other		54,356		54,356
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* ▶				54,356

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.)* ▶	

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	77,955,733
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a			
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d	-540,877		
e	Add lines **2a** through **2d**			2e	-540,877
3	Subtract line **2e** from line **1**			3	78,496,610
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			
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	78,496,610

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	77,257,972
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d	1,364,520		
e	Add lines **2a** through **2d**			2e	1,364,520
3	Subtract line **2e** from line **1**			3	75,893,452
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			
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	75,893,452

Part XIII

Supplemental Information

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

Return Reference	Explanation
PART X, LINE 2:	THE INTERNAL REVENUE SERVICE AND THE CALIFORNIA FRANCHISE TAX BOARD HAVE DETERMINED THAT THE ORGANIZATION IS EXEMPT FROM FEDERAL AND STATE INCOME TAXES UNDER INTERNAL REVENUE CODE SECTION 501(C)(4) AND CALIFORNIA REVENUE AND TAXATION CODE SECTION 23701F. THE ORGANIZATION HAS EVALUATED ITS CURRENT TAX POSITIONS AS OF DECEMBER 31, 2021 AND 2020, AND IS NOT AWARE OF ANY SIGNIFICANT UNCERTAIN TAX POSITIONS FOR WHICH A RESERVE WOULD BE NECESSARY. THE ORGANIZATION'S TAX RETURNS ARE GENERALLY SUBJECT TO EXAMINATION BY FEDERAL AND STATE TAXING AUTHORITIES FOR THREE AND FOUR YEARS, RESPECTIVELY, AFTER THEY ARE FILED.
PART XI, LINE 2D - OTHER ADJUSTMENTS:	REVERSAL OF PRIOR YEAR CONTRIBUTION REVENUE -540,877.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	REVERSAL OF PRIOR YEAR CONTRIBUTION REVENUE 1,970,493. REVERSAL OF PRIOR YEAR GRANT EXPENSE -605,973.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE F
(Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

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

OMB No. 1545-0047
2021
Open to Public Inspection

Name of the organization
TIDES ADVOCACY

Employer identification number
94-3153687

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

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

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

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

(a) Region	**(b)** Number of offices in the region	**(c)** Number of employees, agents, and independent contractors in the region	**(d)** Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	**(e)** If activity listed in (d) is a program service, describe specific type of service(s) in the region	**(f)** Total expenditures for and investments in the region
(1) EAST ASIA AND THE PACIFIC	0	0	GRANTMAKING		50,000
(2) EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	GRANTMAKING		2,638,580
(3) MIDDLE EAST AND NORTH AFRICA	0	0	GRANTMAKING		350,851
(4) SOUTH AMERICA	0	0	GRANTMAKING		486,611
(5) SOUTH ASIA	0	0	GRANTMAKING		369,177
(6) SUB-SAHARAN AFRICA	0	0	GRANTMAKING		150,000
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Sub-total	0	0			4,045,219
b Total from continuation sheets to Part I . . .	0	0			0
c Totals (add lines 3a and 3b)	0	0			4,045,219

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

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)		EAST ASIA AND THE PACIFIC	HUMAN RIGHTS	50,000	WIRE	0		
(2)		EUROPE (INCLUDING ICELAND AND GREENLAND)	ACCESS TO ONLINE EDUCATIONAL RESOURCES	432,620	WIRE	0		
(3)		EUROPE (INCLUDING ICELAND AND GREENLAND)	ACCESS TO ONLINE EDUCATIONAL RESOURCES	107,984	WIRE	0		
(4)		EUROPE (INCLUDING ICELAND AND GREENLAND)	ACCESS TO ONLINE EDUCATIONAL RESOURCES	478,869	WIRE	0		
(5)		EUROPE (INCLUDING ICELAND AND GREENLAND)	ACCESS TO ONLINE EDUCATIONAL RESOURCES	366,411	WIRE	0		
(6)		EUROPE (INCLUDING ICELAND AND GREENLAND)	ACCESS TO ONLINE EDUCATIONAL RESOURCES	334,455	WIRE	0		
(7)		EUROPE (INCLUDING ICELAND AND GREENLAND)	ACCESS TO ONLINE EDUCATIONAL RESOURCES	142,199	WIRE	0		
(8)		EUROPE (INCLUDING ICELAND AND GREENLAND)	ACCESS TO ONLINE EDUCATIONAL RESOURCES	357,378	WIRE	0		
(9)		EUROPE (INCLUDING ICELAND AND GREENLAND)	ACCESS TO ONLINE EDUCATIONAL RESOURCES	168,664	WIRE	0		
(10)		EUROPE (INCLUDING ICELAND AND GREENLAND)	ACCESS TO ONLINE EDUCATIONAL RESOURCES	250,000	WIRE	0		
(11)		MIDDLE EAST AND NORTH AFRICA	ACCESS TO ONLINE EDUCATIONAL RESOURCES	350,851	WIRE	0		
(12)		SOUTH AMERICA	HUMAN RIGHTS	20,000	WIRE	0		
(13)		SOUTH AMERICA	ACCESS TO ONLINE EDUCATIONAL RESOURCES	25,000	WIRE	0		
(14)		SOUTH AMERICA	HUMAN RIGHTS	65,000	WIRE	0		
(15)		SOUTH AMERICA	ACCESS TO ONLINE EDUCATIONAL RESOURCES	276,611	WIRE	0		
(16)		SOUTH AMERICA	ACCESS TO ONLINE EDUCATIONAL RESOURCES	100,000	WIRE	0		
(17)		SOUTH ASIA	ACCESS TO ONLINE EDUCATIONAL RESOURCES	229,227	WIRE	0		
(18)		SOUTH ASIA	ACCESS TO ONLINE EDUCATIONAL RESOURCES	139,950	WIRE	0		
(19)		SUB-SAHARAN AFRICA	ACCESS TO ONLINE EDUCATIONAL RESOURCES	150,000	WIRE	0		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . ▶ 0

3 Enter total number of other organizations or entities . . . . ▶ 19

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

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

Part IV Foreign Forms

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

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

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

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

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

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

Part V Supplemental Information

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

ReturnReference	Explanation
PART I, LINE 2:	TIDES ADVOCACY CONDUCTS DUE DILIGENCE IN ADVANCE OF FUNDING TO CONFIRM THAT THE PROSPECTIVE GRANTEE ORGANIZATION IS A NONPROFIT, IS CONDUCTING SOCIAL WELFARE ACTIVITIES CONSISTENT WITH TIDES ADVOCACY'S EXEMPT PURPOSES, AND IS IN COMPLIANCE WITH OTHER LAWS INCLUDING THOSE APPLICABLE TO FOREIGN GRANTS. ALL GRANTEES RECEIVE A WRITTEN GRANT AGREEMENT REQUIRING COMPLIANCE WITH ALL LAWS AND REGULATIONS INCLUDING THOSE RELATED TO TRADE SANCTIONS AND PROHIBITING TERRORISM, BRIBERY, AND CORRUPTION. BY ACCEPTING PAYMENT, THE GRANTEE AGREES TO THE TERMS AND CONDITIONS OF THAT AGREEMENT. IF A GRANT IS RESTRICTED TO A SPECIFIC PROGRAM OR SPECIFIC ACTIVITIES, GRANTEES ARE REQUIRED TO RETURN ANY PORTION OF THE GRANT NOT USED FOR THE STATED PURPOSE OR ANY CHANGE OF THE PURPOSES FOR WHICH THE GRANT MAY BE USED MUST BE REQUESTED AND APPROVED IN WRITING IN ADVANCE BY TIDES ADVOCACY. AGREEMENTS FOR GRANTS THAT ARE RESTRICTED FOR A NON-LOBBYING PURPOSE ALSO PROHIBIT THE USE OF GRANT FUNDS TO ENGAGE IN LOBBYING ACTIVITY. AGREEMENTS FOR GRANTS THAT ARE RESTRICTED TO A NONPARTISAN ACTIVITY ALSO PROHIBIT THE USE OF GRANT FUNDS TO ENGAGE IN PARTISAN ACTIVITY. PERIODIC OR FINAL NARRATIVE AND FINANCIAL REPORTS DESCRIBING USE OF GRANTS FUNDS ARE REQUIRED FOR MOST GRANTS.
PART III ACCOUNTING METHOD:	

Additional Data

Software ID:
Software Version:

SCHEDULE G (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than $15,000 on Form 990-EZ, line 6a.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047
2021
Open to Public Inspection

Name of the organization
TIDES ADVOCACY

Employer identification number
94-3153687

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

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

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

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

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

(i) Name and address of individual or entity (fundraiser)	**(ii)** Activity	**(iii)** Did fundraiser have custody or control of contributions? Yes	No	**(iv)** Gross receipts from activity	**(v)** Amount paid to (or retained by) fundraiser listed in col. **(i)**	**(vi)** Amount paid to (or retained by) organization
1 KYLE GRACEY 424 SAPPHIRE WAY PITTSBURGH, PA 15224	GRANTWRITING AND PROSPECT RESEARCH		No	1,889,827	26,000	1,863,827
2 EMILY EARLE 1035 WASHINGTON AVE APT 4N BROOKLYN, NY 11225	GRANTWRITING AND PROSPECT RESEARCH		No	1,356,579	24,720	1,331,859
3 SIBRI STRATEGIES GROUP LLC 316 56TH ST APT 2R BROOKLYN, NY 11220	FUNDRAISING STRATEGY CONSULTING		No	844,000	16,000	828,000
4 CULTURE OF GIVING BACK PO BOX 11592 DENVER, CO 80211	FUNDRAISING STRATEGY CONSULTING		No	591,045	30,000	561,045
5 MALEKA LAWRENCE 11121 SCHUYLKILL RD ROCKVILLE, MD 20852	GRANTWRITING AND PROSPECT RESEARCH		No	385,750	25,000	360,750
6 ELEVATE 1201 CONNECTICUT AVE NW 503 WASHINGTON, DC 20036	FUNDRAISING STRATEGY CONSULTING		No	194,583	62,000	132,583
7 JEFFREY T PINZINO 10557 S OAKLEY AVE CHICAGO, IL 60643	GRANTWRITING AND PROSPECT RESEARCH		No	194,583	12,300	182,283
8 BANDBOX STRATEGIES LLC 6014 DEWEY DRIVE ALEXANDRIA, VA 22310	MAJOR DONOR STRATEGY AND CULTIVATION		No	103,015	25,000	78,015
9 MIJO CONSULTING 3917 SOUTH ANGEL PLACE SEATTLE, WA 98118	GRANTWRITING AND PROSPECT RESEARCH		No	74,532	33,950	40,582
10 MEGAN REED 1647 WEST TEMPLE ST APT 118 LOS ANGELES, CA 90026	GRANTWRITING AND PROSPECT RESEARCH		No	21,944	28,828	-6,883
Total . . . . ▶				5,655,858	283,798	5,372,061

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.

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

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

		(a) Event #1 (event type)	(b) Event #2 (event type)	(c) Other events (total number)	(d) Total events (add col. (a) through col. (c))
Revenue	1 Gross receipts				
	2 Less: Contributions				
	3 Gross income (line 1 minus line 2)				
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses				
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				
	11 Net income summary. Subtract line 10 from line 3, column (d) ▶				

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

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

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

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

b If "No," explain: ______

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

b If "Yes," explain: ______

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

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

13 Indicate the percentage of gaming activity conducted in:

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

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

Name ▶ --

Address ▶ --

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

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

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

Name ▶ --

Address ▶ --

16 Gaming manager information:

Name ▶ --

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

Description of services provided ▶ --

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions:

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

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

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

Return Reference	Explanation

Additional Data

Return to Form

Software ID:

Software Version:

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

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

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

OMB No. 1545-0047
2021
Open to Public Inspection

Name of the organization: TIDES ADVOCACY
Employer identification number: 94-3153687

Part I General Information on Grants and Assistance

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

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

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) 1000 WOMEN STRONG INC PO BOX 3451 TALLAHASSEE,FL 32315	84-3918152	501(C)(4)	150,000	0			GENERAL SUPPORT
(2) AAPI VICTORY FUND INC 499 SOUTH CAPITOL STREET SW SUITE 407 WASHINGTON,DC 20003	47-5299801	527	75,000	0			GENERAL SUPPORT
(3) ACTION ST LOUIS POWER PROJECT 1041 N VANDEVENTER AVENUE ST LOUIS,MO 63113	83-1437833	501(C)(4)	50,000	0			GENERAL SUPPORT
(4) ADVANCE NORTH CAROLINA INC PO BOX 27421 RALEIGH,NC 276117421	47-2740671	501(C)(4)	15,000	0			GENERAL SUPPORT
(5) ALASKANS FOR BETTER GOVERNMENT INC 721 DEPOT DR SUITE 100 ANCHORAGE,AK 99501	47-2592573	501(C)(4)	100,000	0			GENERAL SUPPORT
(6) ALLIANCE FOR YOUTH ACTION 915 5TH ST NW WASHINGTON,DC 20001	46-2914731	501(C)(4)	50,000	0			GENERAL SUPPORT
(7) AMERICA VOTES 1155 CONNECTICUT AVENUE NW SUITE 600 WASHINGTON,DC 20036	26-4568349	501(C)(4)	43,500	0			GA/NC/WI ORGANIZING
(8) ARIZONA CENTER FOR EMPOWERMENT 5716 N 19TH AVENUE PHOENIX,AZ 85015	27-2266786	501(C)(4)	40,000	0			GENERAL SUPPORT
(9) ARIZONA WINS 530 E MCDOWELL ROAD SUITE 107-189 PHOENIX,AZ 85004	36-4781665	501(C)(4)	7,900	0			GENERAL SUPPORT
(10) ASIAN AMERICAN ADVOCACY FUND 5680 OAKBROOK PARKWAY SUITE 148 NORCROSS,GA 30093	83-1198242	501(C)(4)	20,000	0			GENERAL SUPPORT
(11) ASIAN PACIFIC ENVIRONMENTAL NETWORK ACTION 900 CAPITOL MALL SUITE 1540 SACRAMENTO,CA 958144478	45-4027512	501(C)(4)	232,750	0			GENERAL SUPPORT/DISADVANTAGED COMMUNITIES IN CALIFORNIA
(12) ASIANS FOR OSSOFF WARNOCK 5680 OAKBROOK PARKWAY SUITE 148 NORCROSS,GA 30093	84-3951361	527	16,000	0			GENERAL SUPPORT
(13) BEND THE ARC JEWISH ACTION 330 SEVENTH AVE 19TH FLOOR NEW YORK,NY 10001	46-4539726	501(C)(4)	6,300	0			GENERAL SUPPORT
(14) BLACK MALE VOTER PROJECT 384 NORTHYARDS BLVD NW STE 190 ATLANTA,GA 30313	84-3530196	501(C)(4)	60,000	0			GENERAL SUPPORT
(15) BOREALIS PHILANTHROPY PO BOX 3209 MINNEAPOLIS,MN 55403	46-4598842	501(C)(3)	250,000	0			RACIAL EQUITY IN JOURNALISM
(16) BYP100 ACTION FUND PO BOX 15284 CHICAGO,IL 60615	47-4435527	501(C)(4)	100,000	0			GENERAL SUPPORT
(17) CARE IN ACTION 45 BROADWAY SUITE 300 NEW YORK,NY 10006	46-4605970	501(C)(4)	11,000	0			GENERAL SUPPORT
(18) CAROLINA FEDERATION 50124 PO BOX 61113 DURHAM,NC 27715	83-0936841	501(C)(4)	25,000	0			GENERAL SUPPORT
(19) CASA DE MARYLAND C/O DEVELOPMENT 8151 15TH AVENUE HYATTSVILLE,MD 20783	52-1372972	501(C)(3)	7,500	0			VIRGINIA RELATIONAL ORGANIZING
(20) CASA IN ACTION 8151 15TH AVENUE LANGLEY PARK,MD 20787	27-2145005	501(C)(4)	196,811	0			GENERAL SUPPORT
(21) CENTER FOR CIVIC ACTION PO BOX 27616 ALBUQUERQUE,NM 87125	02-0778813	501(C)(4)	50,000	0			GENERAL SUPPORT
(22) CENTER FOR EMPOWERED POLITICS 1042 GRANT AVE 5TH FLOOR SAN FRANCISCO,CA 94133	45-3084134	501(C)(4)	152,635	0			GENERAL SUPPORT
(23) CULTURAL ENGAGEMENT LAB 360 GRAND AVENUE 47 OAKLAND,CA 94610	26-1764185	501(C)(4)	75,000	0			GENERAL SUPPORT
(24) CLIMATE CABINET PAC 150 SUTTER STREET SAN FRANCISCO,CA 94104	84-4327822	527	100,000	0			GENERAL SUPPORT
(25) COLOROFCHANGE ORG 1714 FRANKLIN STREET 100-136 OAKLAND,CA 94612	20-4456888	501(C)(4)	30,000	0			GENERAL SUPPORT
(26) COMMITTEE ON STATES PO BOX 1607 RALEIGH,NC 27602	84-2558945	501(C)(4)	25,000	0			GENERAL SUPPORT
(27) COMMONWEALTH ALLIANCE VOTER ENGAGEMENT FUND 328 WILKINSON STREET FRANKFORT,KY 40601	84-2758628	501(C)(4)	10,000	0			GENERAL SUPPORT
(28) COMMUNITIES FOR A NEW CALIFORNIA 928 W 18TH ST MERCED,CA 95340	27-2349747	501(C)(4)	240,000	0			GENERAL SUPPORT
(29) COMMUNITY VOICES HEARD POWER INC 115 EAST 106TH STREET 3RD FLOOR NEW YORK,NY 10029	27-3095637	501(C)(4)	35,000	0			GENERAL SUPPORT
(30) COUNCIL OF COMMUNITY-HOUSING ORGANIZATIONS 325 CLEMENTINA STREET SAN FRANCISCO,CA 94103	94-3102891	501(C)(3)	45,000	0			GENERAL SUPPORT
(31) DADE COUNTY STREET RESPONSE 344 NW 23RD PLACE MIAMI,FL 33125	84-1958579	501(C)(3)	20,000	0			GENERAL SUPPORT
(32) DECARCERATE MIAMI INC 1971 NW 7TH AVENUE 300 MIAMI,FL 33136	84-4677230	501(C)(3)	50,000	0			GENERAL SUPPORT
(33) DISRUPTION PROJECT C/O MOVEMENT ALLIANCE PROJECT 924 CHERRY ST SUITE 5 PHILADELPHIA,PA 19107	85-1066939	501(C)(4)	20,000	0			GENERAL SUPPORT
(34) DOWN HOME NORTH CAROLINA PO BOX 41262 GREENSBORO,NC 27404	83-1236736	501(C)(4)	40,000	0			GENERAL SUPPORT
(35) DOWNBALLOT DISRUPTION PROJECT PO BOX 15550 WASHINGTON,DC 20003	86-1490707	527	8,657	0			GENERAL SUPPORT
(36) EVERY ELIGIBLE AMERICAN 444 NORTH CAPITOL STREET NW NO 40 WASHINGTON,DC 200011512	86-3619093	501(C)(4)	25,000	0			GENERAL SUPPORT
(37) EVERY VOICE 236 9TH STREET SE WASHINGTON,DC 20003	52-2032544	501(C)(4)	100,000	0			GENERAL SUPPORT
(38) FAIR FIGHT ACTION INC 1270 CAROLINE STREET SUITE D12-430 ATLANTA,GA 30307	47-1427359	501(C)(4)	35,000	0			GENERAL SUPPORT
(39) FAITH AND WORKS 4209 TREE CROSSINGS PARKWAY HOOVER,AL 35244	87-1796327	501(C)(3)	40,000	0			GENERAL SUPPORT
(40) FIX SAPD 8407 BANDERA RD SUITE 103-273 SAN ANTONIO,TX 78250	85-1807524	501(C)(4)	10,000	0			GENERAL SUPPORT
(41) FOR OUR FUTURE ACTION FUND PO BOX 65279 WASHINGTON,DC 20035	81-2638345	501(C)(4)	10,000	0			NEVADA ORGANIZING
(42) FORWARD MONTANA PO BOX 2817 MISSOULA,MT 59806	13-4285849	501(C)(4)	59,000	0			GENERAL SUPPORT
(43) FREEDOM ACTION NOW 2110 LUANN LANE MADISON,WI 53713	84-3944949	501(C)(4)	70,000	0			GENERAL SUPPORT
(44) GEORGIA STATE CONFERENCE NAACP 2001 MARTIN LUTHER KING JR DRIVE SUITE 307 ATLANTA,GA 30342	58-2045335	501(C)(4)	15,000	0			GENERAL SUPPORT
(45) GLAHR ACTION NETWORK 7 DUNWOODY PARK SUITE 110 ATLANTA,GA 30338	84-4531561	501(C)(4)	16,000	0			GENERAL SUPPORT
(46) INSTITUTE FOR INTELLECTUAL PROPERTY AND SOCIAL JUSTICE 707 MAPLE AVENUE ROCKVILLE,MD 20850	71-1027667	501(C)(3)	130,000	0			WIKIMEDIA RACE & KNOWLEDGE EQUITY INITATIVE
(47) JEWS FOR RACIAL AND ECONOMIC JUSTICE ACTION INC 330 7TH AVENUE SUITE 1901 NEW YORK,NY 10001	85-3906443	501(C)(4)	78,775	0			GENERAL SUPPORT
(48) KENTUCKIANS FOR THE COMMONWEALTH PO BOX 1450 LONDON,KY 40743	61-1015576	501(C)(4)	50,000	0			GENERAL SUPPORT
(49) KOREAN RESOURCE CENTER INC 540 S KINGSLEY DRIVE B LOS ANGELES,CA 90020	95-3879699	501(C)(3)	7,500	0			GENERAL SUPPORT
(50) LEADERS IGNITING TRANSFORMATION ACTION FUND INC 2201 N DR MARTIN LUTHER KING JUNIOR DRIVE MILWAUKEE,WI 53212	82-3166802	501(C)(4)	40,000	0			GENERAL SUPPORT
(51) LEWIS BURKE ASSOCIATES LLC 440 1ST ST NW SUITE 700 WASHINGTON,DC 20001	52-1763385		133,334	0			SCIENCE EDUCATION ADVOCACY
(52) LIBERATION PAC 3525 S MLK JR SUITE B LANSING,MI 48910	82-3618932	501(C)(4)	25,000	0			GENERAL SUPPORT
(53) LIVING UNITED FOR CHANGE IN ARIZONA 5716 N 19TH AVENUE PHOENIX,AZ 85015	27-1398645	501(C)(4)	20,000	0			GENERAL SUPPORT
(54) LONG ISLAND PROGRESSIVE COALITION 90 PENNSYLVANIA AVENUE MASSAPEQUA,NY 117584978	11-2849848	501(C)(4)	45,000	0			GENERAL SUPPORT
(55) MAKE THE ROAD ACTION INC 449 TROUTMAN ST SUITE C BROOKLYN,NY 11237	27-1408443	501(C)(4)	46,400	0			PENNSYLVANIA ORGANIZING
(56) MICHIGAN ACTION 10210 BYRON ST APT 6 DETROIT,MI 48202	85-2322792	527	200,000	0			GENERAL SUPPORT
(57) MICHIGAN CIVIC ACTION FUND 28342 DARTMOUTH STREET MADISON HEIGHTS,MI 48071	82-3995979	501(C)(4)	250,000	0			GENERAL SUPPORT
(58) MICHIGAN PEOPLE'S CAMPAIGN 2227 MEDFORD ANN ARBOR,MI 48104	46-4173944	501(C)(4)	100,000	0			GENERAL SUPPORT
(59) MIJENTE PAC 732 W POLK ST PHOENIX,AZ 85007	84-4616573	527	184,000	0			GENERAL SUPPORT
(60) MILLION VOTER PROJECT ACTION FUND 777 S FIGUEROA ST STE 4050 LOS ANGELES,CA 90017	81-1953580	501(C)(4)	100,000	0			GENERAL SUPPORT
(61) MISSOURI WIN INVESTOR NETWORK 4818 WASHINGTON BLVD ST LOUIS,MO 63108	82-4375006	501(C)(4)	20,000	0			GENERAL SUPPORT
(62) MOVEON CIVIC ACTION 1442 WALNUT STREET 358 BERKELEY,CA 94709	06-1553389	501(C)(4)	500,591	0			GENERAL SUPPORT
(63) MOVEON POLITICAL ACTION 1442 WALNUT STREET 358 BERKELEY,CA 94709	94-3324022	527	208,510	0			GENERAL SUPPORT
(64) NAPAWF ACTION FUND PO BOX 13255 CHICAGO,IL 60613	86-3410721	501(C)(4)	50,000	0			GENERAL SUPPORT
(65) NATIONAL EMPLOYMENT LAW PROJECT 90 BROAD STREET SUITE 1100 NEW YORK,NY 10004	13-2758558	501(C)(3)	247,960	0			MINIMUM WAGE ADVOCACY/GENERAL SUPPORT
(66) NATIONAL REDISTRICTING ACTION FUND 17 E MONROE STREET 214 CHICAGO,IL 60603	82-0738281	501(C)(4)	10,125	0			GENERAL SUPPORT
(67) NATIVE PEOPLES ACTION 606 E STREET SUITE 200 ANCHORAGE,AK 99501	82-2327692	501(C)(4)	50,000	0			GENERAL SUPPORT
(68) NCAAT IN ACTION 711 HILLSBOROUGH STREET SUITE 106 RALEIGH,NC 27603	84-2889172	501(C)(4)	9,100	0			GENERAL SUPPORT
(69) NELP ACTION 90 BROAD STREET SUITE 1100 NEW YORK,NY 10004	86-3815059	501(C)(4)	238,072	0			GENERAL SUPPORT
(70) NEW FLORIDA MAJORITY EDUCATION FUND INC 10800 BISCAYNE BOULEVARD SUITE 1050 MIAMI,FL 33161	45-3956785	501(C)(3)	9,500	0			GENERAL SUPPORT
(71) NEW GEORGIA PROJECT ACTION FUND 165 COURTLAND STREET NE SUITE A-231 ATLANTA,GA 30303	82-0934131	501(C)(4)	45,000	0			GENERAL SUPPORT
(72) NEW VIRGINIA MAJORITY 4914 RADFORD AVE RICHMOND,VA 23230	26-1377619	501(C)(4)	255,711	0			GENERAL SUPPORT
(73) NORTH FUND 1101 CONNECTICUT AVE NW WASHINGTON,DC 20036	83-4011547	501(C)(4)	142,700	0			GENERAL SUPPORT
(74) OHIO ORGANIZING CAMPAIGN 25 EAST BOARDMAN STREET SUITE 230 YOUNGSTOWN,OH 44503	26-3064170	501(C)(4)	75,000	0			GENERAL SUPPORT
(75) OHIO WOMENS ALLIANCE ACTION FUND 1255NHAMILTONROAD194 GAHANNA,OH 43430	84-3460778	501(C)(4)	50,000	0			GENERAL SUPPORT
(76) ONE PENNSYLVANIA 1414 BRIGHTON ROAD PITTSBURGH,PA 15212	82-0714373	501(C)(4)	39,950	0			GENERAL SUPPORT
(77) ORGANIZE FLORIDA INC 134 E COLONIAL DRIVE ORLANDO,FL 32801	27-1869914	501(C)(4)	11,000	0			GENERAL SUPPORT
(78) OUR VOICE OUR VOTE ARIZONA 1241 E WASHINGTON ST SUITE 103 PHOENIX,AZ 85034	82-3222019	501(C)(4)	75,000	0			GENERAL SUPPORT
(79) PLANNED PARENTHOOD ACTION FUND INC 123 WILLIAM STREET 10TH FLOOR NEW YORK,NY 10038	13-3539048	501(C)(4)	150,000	0			GENERAL SUPPORT
(80) PROGRESS ARIZONA 530 E MCDOWELL ROAD SUITE 107-189 PHOENIX,AZ 85004	83-3393572	501(C)(4)	250,000	0			GENERAL SUPPORT
(81) PROGRESS NOW 614 SEYMOUR AVENUE LANSING,MI 48933	20-8720230	501(C)(4)	16,811	0			GENERAL SUPPORT
(82) PROGRESSIVE LEADERSHIP ALLIANCE OF NEVADA ACTION FUND 2330 DEL PRADO C106 LAS VEGAS,NV 89102	45-2606048	501(C)(4)	8,000	0			GENERAL SUPPORT
(83) PROJECT SOUTH THE INSTITUTION FOR THE ELIMINATION POVERTY GENOCIDE 9 GAMMON AVENUE SE ATLANTA,GA 30315	58-1956686	501(C)(3)	156,589	0			GENERAL SUPPORT
(84) RAPID RESIST ACTION 902 EVERETT AVENUE OAKLAND,CA 94704	82-2476207	501(C)(4)	30,000	0			GENERAL SUPPORT
(85) REGENTS OF THE UNIVERSITY OF MICHIGAN 3003 S STATE STREET ANN ARBOR,MI 48109	38-6006309	STATE OF MI	19,681	0			2020 SURVEY OF POLITICAL ELITES
(86) RISE INC 820 KODAK DR LOS ANGELES,CA 90026	82-1876815	501(C)(4)	70,000	0			GENERAL SUPPORT
(87) SAFE JUST MICHIGAN 521 SEYMOUR AVENUE LANSING,MI 48933	38-3520445	501(C)(3)	100,000	0			ADVOCACY, RESEARCH AND OUTREACH MI
(88) SAN FRANCISCO INFORMATION CLEARINGHOUSE (SFIC) 325 CLEMENTINA STREET SAN FRANCISCO,CA 94103	94-3102891	501(C)(3)	64,700	0			GENERAL SUPPORT
(89) SECURE DEMOCRACY 611 PENNSYLVANIA AVE SE UNIT 143 WASHINGTON,DC 20003	82-3846342	501(C)(4)	200,000	0			GENERAL SUPPORT
(90) SIERRA CLUB 408 C STREET NE WASHINGTON,DC 20002	94-1153307	501(C)(4)	90,000	0			ARCTIC CAMPAIGN
(91) SIXTEEN THIRTY FUND 1201 CONNECTICUT AVE NW WASHINGTON,DC 20036	26-4486735	501(C)(4)	57,000	0			GENERAL SUPPORT
(92) THE ALASKA CENTER 810 E STREET SUITE 100 ANCHORAGE,AK 99501	92-0090065	501(C)(4)	50,000	0			GENERAL SUPPORT
(93) THE LEADERSHIP CONFERENCE OF CIVIL AND HUMAN RIGHTS 1620 L STREET NW SUITE 1100 WASHINGTON,DC 20036	52-0789800	501(C)(4)	200,000	0			GENERAL SUPPORT
(94) THE PARTNERSHIP PROJECT ACTION FUND 1501 M STREET NW SUITE 1010 WASHINGTON,DC 20005	81-0606786	501(C)(4)	15,000	0			GENERAL SUPPORT
(95) THE ROOTS COLLECTIVE CORPORATION 5505 NW 7TH AVE MIAMI,FL 33127	85-3778234	501(C)(3)	48,500	0			GENERAL SUPPORT
(96) THE STEM EN ROUTE TO CHANGE FOUNDATION INC 6121 MONTROSE RD CHEVERLEY,MD 20785	81-4255474	501(C)(3)	125,000	0			GENERAL SUPPORT
(97) THREE POINT STRATEGIES 830 MOUNTAIN STREET PHILADELPHIA,PA 19148	47-5224386		100,000	0			POLITICAL CAMPAIGN EDUCATION
(98) TIDES CENTER PO BOX 29907 SAN FRANCISCO,CA 94129	94-3213100	501(C)(3)	217,528	0			GENERAL SUPPORT
(99) WAREHOUSE WORKER ACTION 37 S ASHLAND AVE FIRST FLOOR CHICAGO,IL 60607	87-1898189	501(C)(4)	40,000	0			GENERAL SUPPORT
(100) WASHINGTON COMMUNITY ACTION NETWORK 1806 EAST YESLER WAY SEATTLE,WA 98122	91-1206728	501(C)(4)	50,000	0			GENERAL SUPPORT
(101) WE THE ACTION 1300 5TH STREET NE WASHINGTON,DC 20002	82-1550002	501(C)(4)	39,150	0			GENERAL SUPPORT
(102) WE THE PEOPLE MI C4 440 BURROUGHS STREET 174 DETROIT,MI 48202	84-3528071	501(C)(4)	150,000	0			GENERAL SUPPORT
(103) WFP JUSTICE FUND NON CONTRIBUTION ACCOUNT 77 SANDS ST 6 BROOKLYN,NY 11201	85-1445747	527	100,000	0			GENERAL SUPPORT
(104) WFP NATIONAL PAC 81 PROSPECT ST BROOKLYN,NY 11201	81-2160494	527	700,000	0			GENERAL SUPPORT
(105) WIKI EDUCATION FOUNDATION PO BOX 548 DURHAM,CA 95938	30-0790695	501(C)(3)	123,600	0			GENERAL SUPPORT
(106) WISCONSIN VOICES INC 633 S HAWLEY ROAD SUITE 112 MILWAUKEE,WI 53214	27-3183754	501(C)(3)	11,500	0			GENERAL SUPPORT
(107) WORKING FAMILIES ORGANIZATION INC 77 SANDS STREET 6TH FLOOR BROOKLYN,NY 11201	20-4994004	501(C)(4)	8,150,000	0			GENERAL SUPPORT
(108) GEORGIA STATE CONFERENCE NAACP 403 KING AVE FAYETTEVILLE,WV 25840	86-1651437	501(C)(3)	75,000	0			GENERAL SUPPORT
(109) YES 4 MINNEAPOLIS 231 MARIE AVE ST PAUL,MN 55106	85-3264319	501(C)(4)	220,000	0			GENERAL SUPPORT

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . . ▶ 22

3 Enter total number of other organizations listed in the line 1 table . . . . ▶ 87

Part III **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) GRANTS TO GOVERNMENT ENTITIES TO PAY CERTAIN FINES AND FEES FOR DISENFRANCHISED RETURNING CITIZENS	552	624,555			
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV **Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
PART I, LINE 2:	TIDES ADVOCACY CONDUCTS DUE DILIGENCE IN ADVANCE OF FUNDING TO CONFIRM THE PROSPECTIVE GRANTEE'S TAX-EXEMPT STATUS AND THAT THE GRANT WILL ADVANCE TIDES ADVOCACY'S MISSION. ALL GRANTEES RECEIVE A WRITTEN GRANT AGREEMENT REQUIRING COMPLIANCE WITH ALL APPLICABLE LAWS AND REGULATIONS. BY ACCEPTING PAYMENT, THE GRANTEE AGREES TO THE TERMS AND CONDITIONS OF THAT AGREEMENT. IF A GRANT IS RESTRICTED TO A SPECIFIC PROGRAM OR SPECIFIC ACTIVITIES, GRANTEES ARE REQUIRED TO RETURN ANY PORTION OF THE GRANT NOT USED FOR THE STATED PURPOSE OR ANY CHANGE OF THE PURPOSES FOR WHICH THE GRANT MAY BE USED MUST BE REQUESTED AND APPROVED IN WRITING IN ADVANCE BY TIDES ADVOCACY. AGREEMENTS FOR GRANTS THAT ARE RESTRICTED FOR A NON-LOBBYING PURPOSE ALSO PROHIBIT THE USE OF GRANT FUNDS TO ENGAGE IN LOBBYING ACTIVITY. AGREEMENTS FOR GRANTS THAT ARE RESTRICTED TO A NONPARTISAN ACTIVITY ALSO PROHIBIT THE USE OF GRANT FUNDS TO ENGAGE IN PARTISAN ACTIVITY. PERIODIC OR FINAL NARRATIVE AND FINANCIAL REPORTS DESCRIBING USE OF GRANTS FUNDS ARE REQUIRED FOR MOST GRANTS.

Additional Data

Return to Form

Software ID:
Software Version:

Schedule J (Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
TIDES ADVOCACY

Employer identification number
94-3153687

Part I Questions Regarding Compensation

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

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

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

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

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 DESMOND MEADE ED, FL RIGHTS RESTORATION COALITION	(i)	245,775	0	0	11,289	37,031	294,095	0
	(ii)	0	0	0	0	0	0	0
2 CRISTINE SOTO DEBERRY ED, PROSECUTORS ALLIANCE OF CA ACTIO	(i)	220,294	0	0	9,167	36,524	265,985	0
	(ii)	0	0	0	0	0	0	0
3 TAREN STINEBRICKNER-KAUFFMAN PRESIDENT, NEW MEDIA VENTURES	(i)	242,115	0	0	2,406	17,735	262,256	0
	(ii)	0	0	0	0	0	0	0
4 JACOB SUSSMAN MANAGING DIRECTOR, THE APPEAL	(i)	142,205	0	72,220	750	22,819	237,994	0
	(ii)	0	0	0	0	0	0	0
5 ROMILDA AVILA PRESIDENT & CEO / DIRECTOR	(i)	210,191	0	0	0	655	210,846	0
	(ii)	0	0	0	0	0	0	0
6 ROBERT SMITH EXECUTIVE DIRECTOR, THE APPEAL	(i)	111,670	0	76,667	5,175	9,757	203,269	0
	(ii)	0	0	0	0	0	0	0
7 SIHLE-TINA DINANI CFO / TREASURER 1/2021 - 12/2021	(i)	168,663	0	0	8,451	24,177	201,291	0
	(ii)	0	0	0	0	0	0	0
8 JESSICA SALINAS CIO, NEW MEDIA VENTURES	(i)	174,446	0	0	3,646	11,812	189,904	0
	(ii)	0	0	0	0	0	0	0
9 ANDREA GRANDA ASST SECR THRU 1/2021 / DEPUTY DIR.	(i)	147,823	0	0	7,424	17,206	172,453	0
	(ii)	0	0	0	0	0	0	0
10 LUDOVIC BLAIN EXECUTIVE DIRECTOR, CA DONOR TABLE	(i)	153,607	0	0	0	0	153,607	0
	(ii)	0	0	0	0	0	0	0

Part III Supplemental Information

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

Return Reference	Explanation
PART I, LINE 4A	THE FOLLOWING INDIVIDUALS RECEIVED SEVERANCE PAYMENTS IN THE FOLLOWING AMOUNTS DURING THE 2021 TAX YEAR: JACQUELINE VALLE - $47,917 JACOB SUSSMAN - $72,220 ROBERT SMITH - $76,667

Additional Data

Return to Form

Software ID:
Software Version:

SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

▶ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047
2021
Open to Public Inspection

Name of the organization
TIDES ADVOCACY

Employer identification number
94-3153687

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	18	2,404,159	FMV
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	0	

		Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?	30a		No
b If "Yes," describe the arrangement in Part II.			
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	31		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
PART I, COLUMN (B):	THE ORGANIZATION IS REPORTING THE NUMBER OF CONTRIBUTIONS RECEIVED (DEFINED AS EACH SEPARATE GIFT) IN SCHEDULE M, PART I, COLUMN (B).

Additional Data

Return to Form

Software ID:

Software Version:

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
TIDES ADVOCACY

Employer identification number
94-3153687

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	THE FORM 990 IS PREPARED BY AN INDEPENDENT TAX PREPARER, IN CONJUNCTION WITH THE ORGANIZATION'S INTERNAL ACCOUNTING STAFF. A DRAFT FORM 990 IS THEN REVIEWED BY THE INTERNAL ACCOUNTING STAFF; ADJUSTMENTS ARE MADE, AS NECESSARY. THE FORM 990 IS THEN REVIEWED BY THE AUDIT COMMITTEE OF THE BOARD, THE CEO, LEGAL COUNSEL, AND DISTRIBUTED TO ALL MEMBERS OF THE BOARD PRIOR TO FILING WITH THE INTERNAL REVENUE SERVICE.
FORM 990, PART VI, SECTION B, LINE 12C	THE ORGANIZATION HAS A WRITTEN CONFLICT OF INTEREST POLICY IN PLACE, WHICH COVERS ALL "COVERED INDIVIDUALS" (WHICH INCLUDES ALL MEMBERS OF THE BOARD OF DIRECTORS, OFFICERS, AND KEY EMPLOYEES). UNDER THE POLICY, EACH COVERED INDIVIDUAL IS REQUIRED TO PROVIDE DISCLOSURE STATEMENTS: (I) WHEN THE PERSON BECOMES A COVERED INDIVIDUAL, (II) ANNUALLY THEREAFTER, AND/OR (III) UPON THE OCCURRENCE OF ANY EVENT REQUIRING DISCLOSURE UNDER THE CONFLICT OF INTEREST POLICY. THE BOARD SECRETARY COLLECTS THE DISCLOSURE STATEMENTS, AND SUBMITS (IN CONJUNCTION WITH THE CEO) AN ANNUAL REPORT REGARDING ALL CONFLICTS OF INTEREST DISCLOSED BY OR CONCERNING COVERED INDIVIDUALS TO THE BOARD OF DIRECTORS. IF THE BOARD OF DIRECTORS OR A BOARD LEVEL COMMITTEE IS CONSIDERING A BUSINESS TRANSACTION IN WHICH A COVERED INDIVIDUAL IS AN INTERESTED PERSON, THE FOLLOWING PROCEDURES SHALL APPLY: (I) THE CONFLICT OF INTEREST MUST BE FULLY DISCLOSED TO THE BOARD OR COMMITTEE PRIOR TO CONSIDERATION OF AN AFFECTED BUSINESS TRANSACTION; (II) A DIRECTOR DESIGNATED AN INTERESTED PERSON MAY BE COUNTED IN DETERMINING THE PRESENCE OF A QUORUM AT A MEETING OF THE BOARD OR COMMITTEE WHICH AUTHORIZES, APPROVES, OR RATIFIES A PARTICULAR CONTRACT OR TRANSACTION, BUT THE INTERESTED PERSON MAY NOT VOTE ON SUCH CONTRACT OR TRANSACTION; AND (III) THE INTERESTED PERSON MAY, WITH THE APPROVAL OF THE CHAIRPERSON OF THE BOARD OR COMMITTEE, PARTICIPATE IN DISCUSSIONS REGARDING THE AFFECTED BUSINESS, SO LONG AS SUCH INTERESTED PERSON IS EXCUSED FROM THE MEETING PRIOR TO COMPLETION OF THE DISCUSSION, AND DOES NOT RETURN UNTIL DISCUSSION AND VOTING ON THE MATTER HAVE BEEN CONCLUDED.
FORM 990, PART VI, SECTION B, LINE 15	THE BOARD MEETS ANNUALLY WITH THE CEO AND OFFICERS AND DETERMINES APPROPRIATE COMPENSATION BY CONSIDERING COMPARABILITY DATA, JOB PERFORMANCE, PROGRESS TOWARDS GOALS, AND PERFORMANCE MANAGEMENT REVIEWS.
FORM 990, PART VI, SECTION C, LINE 19	TIDES ADVOCACY'S FINANCIAL STATEMENTS AND FORM 990'S ARE MADE AVAILABLE ON THE ORGANIZATION'S WEBSITE. CURRENTLY, THE GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE NOT MADE AVAILABLE TO THE PUBLIC.
FORM 990, PART IX, LINE 11G	OTHER FEES FOR SERVICES: PROGRAM SERVICE EXPENSES 10,697,386. MANAGEMENT AND GENERAL EXPENSES 658,276. FUNDRAISING EXPENSES 3,270. TOTAL EXPENSES 11,358,932. RECRUITING SERVICES: PROGRAM SERVICE EXPENSES 58,570. MANAGEMENT AND GENERAL EXPENSES 7,492. FUNDRAISING EXPENSES 118. TOTAL EXPENSES 66,180. PAYROLL PROCESSING FEES: PROGRAM SERVICE EXPENSES 58,672. MANAGEMENT AND GENERAL EXPENSES 7,505. FUNDRAISING EXPENSES 119. TOTAL EXPENSES 66,296.
FORM 990, PART XI, LINE 9:	REVERSAL OF PRIOR YEAR GRANT EXPENSE 605,973. REVERSAL OF PRIOR YEAR CONTRIBUTION REVENUE -2,511,370.

Additional Data

Return to Form

Software ID:

Software Version: