Form **990**

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.

Department of the Treasury
Internal Revenue Service

OMB No. 1545-0047

2023

Open to Public Inspection

A For the 2023 calendar year, or tax year beginning 01-01-2023 , and ending 12-31-2023

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)
8605 SANTA MONICA BLVD PMB 771982

Room/suite

City or town, state or province, country, and ZIP or foreign postal code
WEST HOLLYWOOD, CA 900694109

D Employer identification number
94-3153687

E Telephone number
(415) 561-6328

G Gross receipts $ 65,829,577

F Name and address of principal officer:
VINCENT JONES
8605 SANTA MONICA BLVD PMB 771982
WEST HOLLYWOOD,CA 900694109

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	11
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	10
5	Total number of individuals employed in calendar year 2023 (Part V, line 2a)	5	430
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)	85,487,330	64,283,356
	9	Program service revenue (Part VIII, line 2g)	3,525,968	1,079,126
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	91,534	278,359
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	122,315	188,736
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	89,227,147	65,829,577
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	25,562,003	13,118,394
	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)	34,577,292	34,818,018
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	329,020	310,420
	b	Total fundraising expenses (Part IX, column (D), line 25) 2,639,434		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	30,932,518	25,848,156
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	91,400,833	74,094,988
	19	Revenue less expenses. Subtract line 18 from line 12	-2,173,686	-8,265,411

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	51,047,001	42,570,827
	21	Total liabilities (Part X, line 26)	7,563,392	8,543,029
	22	Net assets or fund balances. Subtract line 21 from line 20	43,483,609	34,027,798

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: 2024-11-12

VINCENT JONES INTERIM CEO / BOARD CHAIRPERSON
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check [ ] if self-employed	PTIN
		2024-11-12		P01262236

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 $ 60,266,295 including grants of $ 13,118,394) (Revenue $ 1,079,126)

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** 60,266,295

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		No
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *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	Yes	
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b	Yes	
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or other assistance to or for any foreign organization? *If "Yes," complete Schedule F, Parts II and IV*	15	Yes	
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or other assistance to or for foreign individuals? *If "Yes," complete Schedule F, Parts III and IV*	16		No
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I.* See instructions.	17	Yes	
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		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		No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L,* Part I	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L,* Part I	25b		No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? *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	456			
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	Description				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	430			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			3a		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 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, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.			17		

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

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

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	1a	11		
b	Enter the number of voting members included in line 1a, above, who are independent	1b	10		
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,OR,PA,RI,SC,TN,UT,VA,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:
BRYANT BENSON 8605 SANTA MONICA BLVD PMB 771982 WEST HOLLYWOOD,CA 900694109 (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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: 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) VINCENT JONES CHAIR	5.00	X		X				0	0	0
(2) JUDY HATCHER TREASURER	5.00	X		X				0	0	0
(3) KACI PATTERSON SECRETARY	5.00	X		X				0	0	0
(4) MONIQUE COUVSON EDD DIRECTOR	1.00	X						0	0	0
(5) DR AISHA NYANDORO DIRECTOR	1.00	X						0	0	0
(6) JANIECE EVANS-PAGE DIRECTOR	1.00	X						0	0	0
(7) WILL CORDERY DIRECTOR	1.00	X						0	0	0
(8) QUANITA TOFFIE DIRECTOR	1.00	X						0	0	0
(9) NAT CHIOKE-WILLIAMS DIRECTOR	1.00	X						0	0	0
(10) NICOLE BOUCHER DIRECTOR	1.00	X						0	0	0
(11) ROMILDA AVILA PRESIDENT/CEO	40.00	X		X				255,000	0	12,192
(12) ROBERT PASCUAL INTERIM CFO START 4/2023	40.00			X				156,075	0	0
(13) SIHLE-TINA DINANI CFO THROUGH 10/2023	40.00			X				127,180	0	4,650
(14) JENNIFER JORCZAK GENERAL COUNSEL	40.00				X			214,959	0	11,272
(15) RENITA FRANCOIS CHIEF STRATEGY OFFICER	40.00				X			211,672	0	37,883
(16) JESSICA MOFIELD CHIEF ADVANCEMENT OFFICER	40.00				X			181,180	0	9,190
(17) ANDREA GRANDA DEPUTY DIRECTOR THROUGH 10/2023	40.00				X			153,046	0	6,222

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) LUDOVIC BLAIN ED, CALIFORNIA DONOR TABLE	40.00					X		243,508	0	7,674
(19) DESMOND MEADE ED, FL RIGHTS RESTORATION COALITION	40.00					X		276,783	0	54,701
(20) CHRISTINE DEBERRY ED, PROSECUTORS ALLIANCE OF CA ACTION	40.00					X		217,407	0	51,917
(21) ANNE IRWIN FOUNDER & DIR, SMART JUSTICE CALIFORNIA	40.00					X		190,021	0	24,092
(22) ANATHEA CHINO ED, ADVANCE NATIVE POLITICAL LEADERSHIP	40.00					X		182,788	0	35,600

	(D)	(E)	(F)
1b Sub-Total			
c Total from continuation sheets to Part VII, Section A			
d Total (add lines 1b and 1c)	2,409,619	0	255,393

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 86

		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
BASE BUILDER LLC 77 SANDS ST 6TH FLOOR BROOKLYN, NY 11201	PEO SERVICES FOR ORGANIZING STAFF	2,395,913
COMMUNITY LABOR ADMINISTRATIVE SERVICES 77 SANDS ST 6TH FLOOR BROOKLYN, NY 11201	PEO SERVICES FOR ORGANIZING STAFF	863,783
ROBERT HALF FINANCE & ACCOUNTING PO BOX 743295 LOS ANGELES, CA 900743295	PEO SERVICES FOR FINANCE/ADMIN STAFF	375,802
NATASHA L MINSKER 900 FREMONT WAY SACRAMENTO, CA 95818	LOBBYING SERVICES	368,125
3 BRIDGE NETWORKS LLC PO BOX 2920 ALAMEDA, CA 94501	PEO SERVICES FOR FINANCE STAFF	276,092

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 19

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	64,283,356			
g Noncash contributions included in lines 1a - 1f:$	1g	352,092			
h **Total.** Add lines 1a-1f		64,283,356			
Program Service Revenue	Business Code				
2a PROGRAM FEES	541900	1,079,126	1,079,126		
b					
c					
d					
e					
f All other program service revenue.					
g **Total.** Add lines 2a–2f.		1,079,126			
Other Revenue					
3 Investment income (including dividends, interest, and other similar amounts)		267,058			267,058
4 Income from investment of tax-exempt bond proceeds					
5 Royalties					
	(i) Real / (ii) Personal				
6a Gross rents	6a				
b Less: rental expenses	6b				
c Rental income or (loss)	6c				
d Net rental income or (loss)					
	(i) Securities / (ii) Other				
7a Gross amount from sales of assets other than inventory	7a: 11,301				
b Less: cost or other basis and sales expenses	7b: 0				
c Gain or (loss)	7c: 11,301				
d Net gain or (loss)		11,301			11,301
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					
OtherRevenueMiscAmt	Business Code				
11a MISCELLANEOUS INCOME	561000	188,736			188,736
b					
c					
d All other revenue					
e **Total.** Add lines 11a–11d		188,736			
12 **Total revenue.** See instructions		65,829,577	1,079,126	0	467,095

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	12,721,159	12,721,159		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	397,235	397,235		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,380,522		1,190,152	190,370
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	27,343,930	20,797,661	4,877,123	1,669,146
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	545,017	426,453	80,623	37,941
9 Other employee benefits	3,586,394	2,632,469	728,910	225,015
10 Payroll taxes	1,962,155	1,424,717	410,684	126,754
11 Fees for services (non-employees):				
a Management				
b Legal	810,685	471,022	339,589	74
c Accounting	331,394	19,319	312,075	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	310,420			310,420
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)	14,747,561	12,735,764	2,007,446	4,351
12 Advertising and promotion				
13 Office expenses	769,461	640,980	123,541	4,940
14 Information technology	637,779	531,285	102,399	4,095
15 Royalties . .				
16 Occupancy	1,145,268	859,675	270,466	15,127
17 Travel	2,743,642	2,516,558	207,005	20,079
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19 Conferences, conventions, and meetings	1,722,344	1,560,467	143,827	18,050
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization . .				
23 Insurance . . .	266,107	262,318	3,789	
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	870,597	865,357	2,353	2,887
b LICENSES & SERVICE FEES	308,942	262,965	45,947	30
c TAXES	118,845	70,435	48,410	
d PROFESSIONAL DEVELOPMEN	115,230	83,668	24,118	7,444
e All other expenses	1,260,301	986,788	270,802	2,711
25 **Total functional expenses.** Add lines 1 through 24e	74,094,988	60,266,295	11,189,259	2,639,434
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		27,550,633	1	17,396,596
	2	Savings and temporary cash investments		5,221,110	2	5,867,377
	3	Pledges and grants receivable, net		16,481,563	3	8,215,659
	4	Accounts receivable, net		76,433	4	9,740,189
	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		45,726	9	42,386
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a			
	b	Less: accumulated depreciation	10b		10c	
	11	Investments—publicly traded securities			11	
	12	Investments—other securities. See Part IV, line 11			12	
	13	Investments—program-related. See Part IV, line 11		425,000	13	425,000
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		1,246,536	15	883,620
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		51,047,001	16	42,570,827
Liabilities	17	Accounts payable and accrued expenses		6,312,171	17	7,674,100
	18	Grants payable		182,000	18	180,000
	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		1,069,221	25	688,929
	26	**Total liabilities.** Add lines 17 through 25		7,563,392	26	8,543,029
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		10,977,948	27	307,608
	28	Net assets with donor restrictions		32,505,661	28	33,720,190
		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		43,483,609	32	34,027,798
	33	Total liabilities and net assets/fund balances		51,047,001	33	42,570,827

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	65,829,577
2	Total expenses (must equal Part IX, column (A), line 25)	2	74,094,988
3	Revenue less expenses. Subtract line 2 from line 1	3	-8,265,411
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	43,483,609
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	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-1,190,400
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	34,027,798

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 Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	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 B

(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

▶ **Attach to Form 990, 990-EZ, or 990-PF.**
▶ **Go to *www.irs.gov/Form990* for the latest information.**

OMB No. 1545-0047

2023

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

Organization type (check one):

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

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

General Rule

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

Special Rules

☐ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the $33\frac{1}{3}$% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** $5,000 or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.

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

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

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

Name of organization
TIDES ADVOCACY

Employer identification number
94-3153687

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

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

Name of organization
TIDES ADVOCACY

Employer identification number
94-3153687

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

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

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

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

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

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

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

Name of organization
TIDES ADVOCACY

Employer identification number
94-3153687

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

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

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
-			

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee
-	

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
-			

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee
-	

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
-			

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee
-	

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
-			

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee
-	

Additional Data

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Software ID:

Software Version:

SCHEDULE C (Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

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

OMB No. 1545-0047

2022

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	Employer identification number
TIDES ADVOCACY	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 ▶ $ 5,377,765

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 $ 1,255,149

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ $ 4,122,616

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b $ 5,377,765

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) EMERGE CALIFORNIA	PO BOX 71720 OAKLAND,CA 94612	90-0802507	2,500	
(2) ENVIRONMENTAL LEAGUE OF MASSACHUSETTS ACTION FUND INDEPENDENT EXPENDITURE	15 COURT SQUARE STE 1000 BOSTON,MA 02108	47-5496457	40,000	
(3) NEW JERSEY LEAGUE OF CONSERVATION VOTERS FOR A CLEANER ENVIRONMENT	PO BOX 1237 TRENTON,NJ 08607	46-3733241	60,000	
(4) WORKING FAMILIES PARTY NATIONAL PAC	77 SANDS STREET 6 BROOKLYN,NY 11201	81-0941879	135,000	
(5) TEXAS ORGANIZING PROJECT POLITICAL ACTION COMMITTEE	PO BOX 120296 SAN ANTONIO,TX 78212	85-2788868	25,000	
6				

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

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

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

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

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

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

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

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

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	**(a)** 2019	**(b)** 2020	**(c)** 2021	**(d)** 2022	**(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
2022
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 July 25, 2006, and not on a historic structure listed in the National Register . . .	2d	

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

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				
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* ▶				0

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	
OPERATING LEASE LIABILITIES	688,929
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	688,929

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	65,292,952
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	-536,625		
e	Add lines **2a** through **2d**			2e	-536,625
3	Subtract line **2e** from line **1**			3	65,829,577
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	65,829,577

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	74,748,763
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	653,775		
e	Add lines **2a** through **2d**			2e	653,775
3	Subtract line **2e** from line **1**			3	74,094,988
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	74,094,988

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, 2023 AND 2022, 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 -486,125. REVERSAL OF PRIOR YEAR PROGRAM REVENUE -50,500.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	REVERSAL OF PRIOR YEAR CONTRIBUTION REVENUE 653,775.

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

2023

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		44,500
(2)	EUROPE (INCLUDING ICELAND AND GREENLAND)	0	0	GRANTMAKING		312,735
(3)	CENTRAL AMERICA AND THE CARIBBEAN	0	0	GRANTMAKING		30,000
(4)	SOUTH AMERICA	0	0	GRANTMAKING		10,000
(5)	EUROPE (INCLUDING ICELAND AND GREENLAND)	0	3	PROGRAM SERVICES	RESEARCH, COMMUNITY EVENTS, STRATEGY	191,922
(6)						
(7)						
(8)						
(9)						
(10)						
(11)						
(12)						
(13)						
(14)						
(15)						
(16)						
(17)						
3a	Sub-total	0	3			589,157
b	Total from continuation sheets to Part I . . .	0	0			0
c	**Totals** (add lines 3a and 3b)	0	3			589,157

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	30,000	WIRE TRANSFER	0		
(2)		EAST ASIA AND THE PACIFIC	HUMAN RIGHTS	11,000	WIRE TRANSFER	0		
(3)		EUROPE (INCLUDING ICELAND AND GREENLAND)	ONLINE EDUCATIONAL RESOURCES	300,000	WIRE TRANSFER	0		
(4)		EUROPE (INCLUDING ICELAND AND GREENLAND)	HUMAN RIGHTS	12,735	WIRE TRANSFER	0		
(5)		CENTRAL AMERICA AND THE CARIBBEAN	HUMAN RIGHTS	20,000	WIRE TRANSFER	0		
(6)		CENTRAL AMERICA AND THE CARIBBEAN	HUMAN RIGHTS	10,000	WIRE TRANSFER	0		
(7)		SOUTH AMERICA	HUMAN RIGHTS	10,000	WIRE TRANSFER	0		
(8)								
(9)								
(10)								
(11)								
(12)								
(13)								
(14)								
(15)								
(16)								

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

3 Enter total number of other organizations or entities . . . . ▶ 7

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 I, LINE 3:	THE ORGANIZATION IS UTILIZING THE ACCRUAL METHOD TO ACCOUNT FOR EXPENDITURES ON SCHEDULE F, PART I.

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

2023

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 LAUREN JOBSON-AHMED 482 EASTLAKE AVE MASSAPEQUA PARK, NY 11762	GRANT WRITING AND PROSPECT RESEARCH		No	4,157,251	135,000	4,022,251
2 MAKERS STRATEGIES 219 S AVENUE 58 LOS ANGELES, CA 90042	DONOR STRATEGY AND GRANT WRITING		No	1,000,000	62,750	937,250
3 ELEVATE LLC 806 7TH STREET NW 301 WASHINGTON, DC 20001	GRANT WRITING AND PROSPECT RESEARCH		No	683,000	74,100	608,900
4 PINZINO CONSULTING INC 10557 S OAKLEY AVENUE CHICAGO, IL 60643	GRANT WRITING AND PROSPECT RESEARCH		No	62,500	14,485	48,015
5 IZY CONSULTING LLC 7719 EHRHARDT LANE SUGAR LAND, TX 77479	GRANT WRITING AND PROSPECT RESEARCH		No	17,175	11,585	5,590
6 PUEBLO STRATEGIES 2042 EAST OAK STREET PHOENIX, AZ 85006	GRANT WRITING AND PROSPECT RESEARCH		No	0	12,500	-12,500
7						
8						
9						
10						
Total . . . . ▶				5,919,926	310,420	5,609,506

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, NC, ND, 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

2023

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) 1K WOMEN STRONG INC PO BOX 5651 TALLAHASSEE,FL 32314	86-3018152	501(C)(4)	10,000	0			GENERAL SUPPORT
(2) A BETTER BIG SKY PO BOX 7154 MISSOULA,MT 59807	82-5313159	501(C)(4)	10,000	0			GENERAL SUPPORT
(3) ACTION FOR SAFETY AND JUSTICE 1787 TRIBUTE ROAD SUITE K SACRAMENTO,CA 95815	86-2537776	501(C)(4)	1,250,000	0			CRIMINAL JUSTICE REFORM
(4) ACTION ST LOUIS POWER PROJECT 2857 SIDNEY ST ST LOUIS,MO 63118	94-4214841	501(C)(4)	20,000	0			DEFENSE OF DEMOCRACY
(5) ADVANCE NORTH CAROLINA INC PO BOX 17612 RALEIGH,NC 276117421	47-2740671	501(C)(4)	10,234	0			GENERAL SUPPORT
(6) ALL HANDS ON DECK NETWORK INC PO BOX 748 NORTHAMPTON,MA 01061	37-1697474	501(C)(4)	25,000	0			DEFENSE OF DEMOCRACY
(7) AMERICAN CIVIL LIBERTIES UNION INC 915 15TH STREET NW WASHINGTON,DC 20005	13-3871360	501(C)(4)	100,000	0			GENERAL SUPPORT
(8) ARIZONA WINS 3104 E CAMELBACK UNIT 7651 PHOENIX,AZ 85016	36-4781665	501(C)(4)	10,234	0			CIVIC ENGAGEMENT (NONPARTISAN)
(9) ASIAN AMERICAN ADVOCACY FUND INC 5151 BRIDGEWAY PARKWAY NORCROSS,GA 30071	83-1198242	501(C)(4)	10,234	0			GENERAL SUPPORT
(10) ASIAN PACIFIC ENVIRONMENTAL NETWORK ACTION 600 CAPITOL MALL SUITE 1545 SACRAMENTO,CA 958144619	45-4027112	501(C)(4)	200,000	0			GENERAL SUPPORT
(11) ATLANTA HARM REDUCTION COALITION PO BOX 92670 ATLANTA,GA 30314	58-2227958	501(C)(3)	50,000	0			HEALTHCARE ADVOCACY
(12) BLACK BELT COMMUNITY FOUNDATION INC 609 LAUDERDALE STREET SELMA,AL 36701	63-1270745	501(C)(3)	20,000	0			CIVIC ENGAGEMENT (NONPARTISAN)
(13) BLACK COLLECTIVE INC 797 NW 74TH STREET MIAMI,FL 33150	83-2831623	501(C)(4)	50,000	0			GENERAL SUPPORT
(14) BLACK PHOENIX VOTES 3101 N CENTRAL AVE SUITE 950 PHOENIX,AZ 85012	85-1801101	501(C)(4)	11,000	0			DEFENSE OF DEMOCRACY
(15) BYP 100 EDUCATION FUND PO BOX 9031 CHICAGO,IL 60615	81-0975889	501(C)(3)	100,000	0			GENERAL SUPPORT
(16) CAROLINA FEDERATION PO BOX 61113 DURHAM,NC 27715	83-0936641	501(C)(4)	10,000	0			GENERAL SUPPORT
(17) CENTER FOR CIVIC ACTION PO BOX 27616 ALBUQUERQUE,NM 87125	02-0779812	501(C)(4)	50,000	0			GENERAL SUPPORT
(18) CENTER FOR SOCIAL CHANGE INC 2103 CORAL WAY 200 MIAMI,FL 33145	27-2966443	501(C)(3)	30,000	0			DEFENSE OF DEMOCRACY
(19) CLIMATECRITICAL EARTH LTD PO BOX 50220 BALTIMORE,MD 21211	85-2460707	501(C)(3)	40,000	0			ENVIRONMENTAL ADVOCACY
(20) COMMON COUNSEL FOUNDATION 1624 FRANKLIN ST OAKLAND,CA 94612	94-3214166	501(C)(3)	701,582	0			GENERAL SUPPORT
(21) COMMONWEALTH ALLIANCE VOTER ENGAGEMENT INC 100 WILKINSON STREET FRANKFORT,KY 40601	84-2758628	501(C)(4)	35,000	0			GENERAL SUPPORT
(22) COMMUNITY AID AND DEVELOPMENT CORP PO BOX 561270 DECATUR,GA 300361270	95-3402456	501(C)(3)	50,000	0			HUMAN RIGHTS
(23) CONSERVATIVES FOR A CLEAN ENERGY FUTURE 106 W ALLEGAN NO 200 LANSING,MI 48933	82-5201195	501(C)(4)	450,000	0			ENVIRONMENTAL ADVOCACY; GENERAL SUPPORT
(24) COUNCIL OF COMMUNITY HOUSING ORGANIZATIONS 325 CLEMENTINA STREET SAN FRANCISCO,CA 94103	94-3192891	501(C)(3)	20,000	0			GENERAL SUPPORT
(25) DIRT ROAD ORGANIZING 76 MORANG COVE RD NOBLEBORO,ME 04555	87-4406692	501(C)(4)	25,000	0			GENERAL SUPPORT
(26) DISRUPTION PROJECT C/O MOVEMENT ALLIANCE PROJECT PHILADELPHIA,PA 19107	85-1066939	501(C)(4)	20,000	0			GENERAL SUPPORT
(27) DOWN HOME NORTH CAROLINA 170 S LINCOLN STE 150 SPOKANE,WA 99201	26-2613701	501(C)(4)	10,234	0			GENERAL SUPPORT
(28) ENERGY JUSTICE LAW AND POLICY CENTER INC 35 FOREST CIRCLE NEW ROCHELLE,NY 10804	88-2160438	501(C)(3)	40,000	0			DEFENSE OF DEMOCRACY
(29) ENVIRONMENTAL LEAGUE OF MASSACHUSETTS ACTION FUND INDEPENDENT EXPENDITURE P 15 COURT SQUARE STE 1000 BOSTON,MA 02108	47-5496457	527	40,000	0			GENERAL SUPPORT
(30) EQUITY AND TRANSFORMATION 10 W 35TH STREET CHICAGO,IL 60616	83-4701430	501(C)(3)	20,000	0			GENERAL SUPPORT
(31) FAIRVOTE ACTION 8484 GEORGIA AVENUE SILVER SPRING,MD 20910	38-3650370	501(C)(4)	75,000	0			GENERAL SUPPORT
(32) FAITH IN MINNESOTA 2356 UNIVERSITY AVENUE W ST PAUL,MN 55144	82-2271668	501(C)(4)	300,000	0			GENERAL SUPPORT
(33) FLORIDA RISING INC 10800 BISCAYNE BOULEVARD MIAMI,FL 33161	27-0167620	501(C)(4)	50,000	0			GENERAL SUPPORT
(34) FORWARD MONTANA PO BOX 2817 MISSOULA,MT 59806	13-4285849	501(C)(4)	30,000	0			GENERAL SUPPORT
(35) FREEDOM ACTION NOW INC 2110 LUANN LANE MADISON,WI 53713	84-3944949	501(C)(4)	20,000	0			WOMEN'S RIGHTS; DEFENSE OF DEMOCRACY
(36) FRIENDS OF THE EARTH ACTION PO BOX 7010 MERRIFIELD,VA 221167010	13-2644641	501(C)(4)	300,000	0			ENVIRONMENTAL ADVOCACY
(37) GEN Z FOR CHANGE INC 122 C STREET NW SUITE 360 WASHINGTON,DC 20001	87-2835389	501(C)(4)	100,000	0			GENERAL SUPPORT
(38) GROUNDSWELL ACTION FUND PO BOX 71642 OAKLAND,CA 94612	82-1172119	501(C)(4)	250,000	0			GENERAL SUPPORT
(39) HOOPS4KIDS INC 7 COLD SPRINGS DR CLIFTON PARK,NY 12065	56-2320746	501(C)(3)	10,000	0			HUMAN RIGHTS
(40) HUDSON CATSKILL HOUSING COALITION INC 361 MAIN STREET CATSKILL,NY 12414	85-0517756	501(C)(3)	40,000	0			HOUSING ADVOCACY; GENERAL SUPPORT
(41) JEWISH VOICE FOR PEACE ACTION 712 H ST NW SUITE 1363 WASHINGTON,DC 20002	84-1816752	501(C)(4)	100,000	0			GENERAL SUPPORT
(42) JUST STRATEGY 3518 SOUTH EDMUNDS STREET SEATTLE,WA 98118	82-5095846	501(C)(4)	25,000	0			GENERAL SUPPORT
(43) KANSANS FOR AN AFFORDABLE FUTURE 800 SW JACKSON ST SUITE 906C TOPEKA,KS 66612	93-2362019	501(C)(4)	50,000	0			GENERAL SUPPORT
(44) KENTUCKIANS FOR THE COMMONWEALTH PO BOX 1450 LONDON,KY 40743	61-1015576	501(C)(4)	50,000	0			GENERAL SUPPORT
(45) LA FORWARD 1672 FEDERAL AVE 5 LOS ANGELES,CA 90025	87-2742396	501(C)(4)	50,000	0			CRIMINAL JUSTICE REFORM
(46) LEADERS IGNITING TRANSFORMATION ACTION FUND INC 2201 N DR MARTIN LUTHER KING JUNIOR DRIVE MILWAUKEE,WI 53212	82-3166802	501(C)(4)	10,234	0			GENERAL SUPPORT
(47) LEAGUE OF CONSERVATION VOTERS INC 740 15TH STREET NW 7TH FLOOR WASHINGTON,DC 20005	52-1733698	501(C)(4)	110,234	0			GENERAL SUPPORT; ENVIRONMENTAL ADVOCACY
(48) LOCAL FIRST EDUCATIONAL FOUNDATION 111 DIVISION AVENUE SOUTH GRAND RAPIDS,MI 49503	20-4696543	501(C)(3)	50,000	0			GENERAL SUPPORT
(49) LOCAL JOBS ECONOMIC DEVELOPMENT FUND INC 8 THE GREEN DOVER,DE 19901	88-0876930	501(C)(4)	100,000	0			HUMAN RIGHTS AND ECONOMIC JUSTICE
(50) MAKE THE ROAD ACTION INC 449 TROUTMAN STREET BROOKLYN,NY 11237	27-1408443	501(C)(4)	45,000	0			GENERAL SUPPORT
(51) MIAMI FREEDOM PROJECT INC 937 NW 3RD AVENUE MIAMI,FL 33136	84-3808281	501(C)(4)	25,000	0			GENERAL SUPPORT
(52) MIJENTE 734 WEST POLK STREET PHOENIX,AZ 85007	81-3459266	501(C)(4)	150,000	0			GENERAL SUPPORT
(53) MISSOURI WIN PO BOX 390 EUREKA,MO 63025	82-4375006	501(C)(4)	18,929	0			GENERAL SUPPORT
(54) MOTHERS AGAINST POLICE BRUTALITY 2001 ROSS AVENUE DALLAS,TX 75201	47-3053510	501(C)(3)	50,000	0			GENERAL SUPPORT
(55) NATIONAL BLACK JUSTICE COALITION INC 2910 KERRY FOREST PARKWAY TALLAHASSEE,FL 32309	20-0667808	501(C)(3)	50,000	0			GENERAL SUPPORT
(56) NATIVE PEOPLES ACTION INC PO BOX 210914 ANCHORAGE,AK 99521	82-2327692	501(C)(4)	200,000	0			CIVIC ENGAGEMENT (NONPARTISAN)
(57) NEW JERSEY LEAGUE OF CONSERVATION VOTERS VICTORY FUND FOR A CLEANER ENVIRON PO BOX 1237 TRENTON,NJ 08607	46-3733241	527	60,000	0			GENERAL SUPPORT
(58) NEW JERSEY WORKING FAMILIES ALLIANCE PO BOX 1068 TRENTON,NJ 08608	30-0427821	501(C)(4)	100,000	0			DEFENSE OF DEMOCRACY
(59) NEW MEDIA VENTURES 2108 N ST STE 4791 SACRAMENTO,CA 95816	35-2823500	501(C)(4)	300,000	0			GENERAL SUPPORT
(60) NEW VIRGINIA MAJORITY 3801 MOUNT VERNON AVENUE ALEXANDRIA,VA 22305	26-1377619	501(C)(4)	11,635	0			GENERAL SUPPORT
(61) OHIO ORGANIZING CAMPAIGN 35 E GAY STREET 2ND FLOOR COLUMBUS,OH 43215	26-3064170	501(C)(4)	85,234	0			GENERAL SUPPORT
(62) OHIO WOMEN S ALLIANCE ACTION FUND 620 EAST BROAD STREET SUITE A COLUMBUS,OH 43215	84-3460778	501(C)(4)	20,000	0			GENERAL SUPPORT
(63) ONE FAIR WAGE ACTION INC 30 BOW STREET CAMBRIDGE,MA 02138	46-5249734	501(C)(4)	50,000	0			GENERAL SUPPORT
(64) ONE LOVE GLOBAL INC 3525 S MARTIN LUTHER KING JR BOULEVARD SUITE B LANSING,MI 48910	20-0373503	501(C)(3)	50,000	0			GENERAL SUPPORT
(65) ORGANIZE FOR JUSTICE 10629 HARDIN VALLEY RD KNOXVILLE,TN 37932	83-2616937	501(C)(4)	100,000	0			GENERAL SUPPORT
(66) ORGANIZE PENNSYLVANIA 1414 BRIGHTON ROAD PITTSBURGH,PA 15212	82-0714373	501(C)(4)	20,000	0			GENERAL SUPPORT
(67) OUR VOICE OUR VOTE ARIZONA 1241 E WASHINGTON ST PHOENIX,AZ 85034	82-3222019	501(C)(4)	50,000	0			ENVIRONMENTAL ADVOCACY
(68) PENNSYLVANIA STANDS UP INC PO BOX 31995 PHILADELPHIA,PA 19104	83-2880678	501(C)(4)	10,234	0			GENERAL SUPPORT
(69) PEOPLE POWER AND LIGHT INC 834 IDA STREET NEW ORLEANS,LA 70119	92-2480348	501(C)(4)	75,000	0			GENERAL SUPPORT
(70) PICO CALIFORNIA ACTION FUND PAC 312 CLAY STREET OAKLAND,CA 94607	84-3224688	501(C)(4)	200,000	0			GENERAL SUPPORT
(71) PLANNED PARENTHOOD ACTION FUND INC 123 WILLIAM STREET NEW YORK,NY 10038	13-3539048	501(C)(4)	75,000	0			GENERAL SUPPORT
(72) PRIDE IN TRUTH INC 18 N 4TH ST 6 ALHAMBRA CA,CA 91801	85-3565459	501(C)(3)	10,000	0			HUMAN RIGHTS AND ECONOMIC JUSTICE
(73) RURAL PEOPLE S VOICE PO BOX 30669 SEATTLE,WA 98103	85-4314269	501(C)(4)	100,000	0			GENERAL SUPPORT
(74) SHOWING UP FOR RACIAL JUSTICE INC PO BOX 1376 BUFFALO,NY 14205	81-2081153	501(C)(4)	150,000	0			GENERAL SUPPORT
(75) SIERRA CLUB NATIONAL HEADQUARTERS OAKLAND,CA 94612	94-1153307	501(C)(4)	80,000	0			ENVIRONMENTAL ADVOCACY
(76) SIXTEEN THIRTY FUND 1828 L STREET SUITE 300-B WASHINGTON,DC 20036	26-4486735	501(C)(4)	105,000	0			ENVIRONMENTAL ADVOCACY, DEFENSE OF DEMOCRACY
(77) SOCIAL AND ENVIRONMENTAL ENTREPRENEURS INC 23564 CALABASAS ROAD CALABASAS,CA 91302	95-4116679	501(C)(3)	15,000	0			ENVIRONMENTAL ADVOCACY
(78) SOCIAL JUSTICE CENTER OF ALBANY INC 33 CENTRAL AVENUE ALBANY,NY 12202	22-2405608	501(C)(3)	6,000	0			GENERAL SUPPORT
(79) SOUTHERN SECTOR RISING INC P O BOX 411288 DALLAS,TX 75241	85-2700437	501(C)(3)	30,000	0			DEFENSE OF DEMOCRACY
(80) SPEAKER 2023 INAUGURAL FUND 2102 BUSINESS CENTER DR SUITE 130 IRVINE,CA 92612	94-4020370	501(C)(4)	25,000	0			GENERAL SUPPORT
(81) TEXAS ORGANIZING PROJECT POLITICAL ACTION COMMITTEE PO BOX 120296 SAN ANTONIO,TX 78212	85-2788868	527	25,000	0			GENERAL SUPPORT
(82) THE ALASKA CENTER 810 E STREET ANCHORAGE,AK 99501	92-0090065	501(C)(4)	50,000	0			ENVIRONMENTAL ADVOCACY
(83) THE CENTER FOR EMPOWERED POLITICS 1042 GRANT AVE 5TH FLOOR SAN FRANCISCO,CA 94133	45-3084134	501(C)(4)	246,989	0			GENERAL SUPPORT, CIVIC ENGAGEMENT (NONPARTISAN)
(84) TIDES FOUNDATION PO BOX 889389 LOS ANGELES,CA 900889389	51-0198509	501(C)(3)	82,000	0			ENVIRONMENTAL ADVOCACY
(85) UNITE A NATION INC 6755 6TH AVE LOS ANGELES,CA 90043	46-4920236	501(C)(3)	10,000	0			HUMAN RIGHTS AND ECONOMIC JUSTICE
(86) UNITE HERE ACTION FUND 275 7TH AVENUE NEW YORK,NY 10001	85-1613352	501(C)(4)	11,635	0			GENERAL SUPPORT
(87) UNITED WORKING FAMILIES 2229 S HALSTED ST CHICAGO,IL 60608	47-1539202	501(C)(4)	20,000	0			GENERAL SUPPORT
(88) US MIDDLE EAST PROJECT INC 641 LEXINGTON AVENUE NEW YORK,NY 10022	41-2213721	501(C)(3)	252,612	0			GENERAL SUPPORT
(89) VIRGINIA ORGANIZING INC 703 CONCORD AVE CHARLOTTESVILLE,VA 229035208	54-1674992	501(C)(3)	30,000	0			ENVIRONMENTAL ADVOCACY
(90) WAREHOUSE WORKER ACTION 37 S ASHLAND AVE FIRST FLOOR CHICAGO,IL 60607	87-1898189	501(C)(4)	40,000	0			GENERAL SUPPORT
(91) WASHINGTON COMMUNITY ACTION NETWORK 1806 EAST YESLER WAY SEATTLE,WA 98122	91-1206728	501(C)(4)	50,000	0			GENERAL SUPPORT
(92) WASHINGTON PROGRESS ALLIANCE 1402 THIRD AVENUE SEATTLE,WA 98101	20-4258530	501(C)(4)	25,000	0			GENERAL SUPPORT
(93) WAY TO WIN ACTION FUND 340 S LEMON AVE 1940 WALNUT,CA 91789	82-5528039	501(C)(4)	15,000	0			GENERAL SUPPORT
(94) WIKIMEDIA FOUNDATION ORG PO BOX 98204 WASHINGTON,DC 200908204	20-0049703	501(C)(3)	3,176,116	0			GENERAL SUPPORT
(95) WISCONSIN LEAGUE OF CONSERVATION INC 133 S BUTLER STREET SUITE 320 MADISON,WI 53703	39-2018854	501(C)(4)	10,234	0			GENERAL SUPPORT
(96) WOMEN DONORS NETWORK ACTION PO BOX 2930 SAN FRANCISCO,CA 94126	82-3733951	501(C)(4)	150,000	0			GENERAL SUPPORT
(97) WORKING FAMILIES ORGANIZATION INC 77 SANDS STREET 6 BROOKLYN,NY 11201	20-4994004	501(C)(4)	295,173	0			GENERAL SUPPORT
(98) WORKING FAMILIES PARTY NATIONAL PAC NON CONTRIBUTION ACCOUNT 77 SANDS ST 6 BROOKLYN,NY 11201	81-0941879	527	135,000	0			GENERAL SUPPORT
(99) WV CAN T WAIT VOTES A NON PROFIT 5508 LANCASTER AVENUE CHARLESTON,WV 25304	86-1712661	501(C)(4)	75,000	0			GENERAL SUPPORT

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . . . ▶ 26

3 Enter total number of other organizations listed in the line 1 table . . . . . ▶ 73

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)					
(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

2023

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 (i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
1 DESMOND MEADE ED, FL RIGHTS RESTORATION COALITION	(i)	276,783	0	0	12,500	42,201	331,484	0
	(ii)	0	0	0	0	0	0	0
2 CHRISTINE DEBERRY ED, PROSECUTORS ALLIANCE OF CA ACTIO	(i)	217,407	0	0	11,550	40,367	269,324	0
	(ii)	0	0	0	0	0	0	0
3 ROMILDA AVILA PRESIDENT/CEO	(i)	255,000	0	0	11,783	409	267,192	0
	(ii)	0	0	0	0	0	0	0
4 LUDOVIC BLAIN ED, CALIFORNIA DONOR TABLE	(i)	243,508	0	0	6,250	1,424	251,182	0
	(ii)	0	0	0	0	0	0	0
5 RENITA FRANCOIS CHIEF STRATEGY OFFICER	(i)	211,672	0	0	8,377	29,506	249,555	0
	(ii)	0	0	0	0	0	0	0
6 JENNIFER JORCZAK GENERAL COUNSEL	(i)	214,959	0	0	11,272	0	226,231	0
	(ii)	0	0	0	0	0	0	0
7 ANATHEA CHINO ED, ADVANCE NATIVE POLITICAL LEADERS	(i)	182,788	0	0	21,633	13,967	218,388	0
	(ii)	0	0	0	0	0	0	0
8 ANNE IRWIN FOUNDER & DIR, SMART JUSTICE CALIFOR	(i)	190,021	0	0	0	24,092	214,113	0
	(ii)	0	0	0	0	0	0	0
9 JESSICA MOFIELD CHIEF ADVANCEMENT OFFICER	(i)	181,180	0	0	0	9,190	190,370	0
	(ii)	0	0	0	0	0	0	0
10 ANDREA GRANDA DEPUTY DIRECTOR THROUGH 10/2023	(i)	125,283	0	27,763	6,222	0	159,268	0
	(ii)	0	0	0	0	0	0	0
11 ROBERT PASCUAL INTERIM CFO START 4/2023	(i)	156,075	0	0	0	0	156,075	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	SIHLE-TINA DINANI RECEIVED A SEVERANCE PAYMENT OF $36,500 DURING 2023.

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

2023

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	17	352,092	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	Yes	
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

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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

2023

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, GENERAL 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 FORMS 990 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 12,621,609. MANAGEMENT AND GENERAL EXPENSES 1,974,540. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 14,596,149. RECRUITING SERVICES: PROGRAM SERVICE EXPENSES 46,979. MANAGEMENT AND GENERAL EXPENSES 13,542. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 60,521. PAYROLL PROCESSING FEES: PROGRAM SERVICE EXPENSES 67,176. MANAGEMENT AND GENERAL EXPENSES 19,364. FUNDRAISING EXPENSES 4,351. TOTAL EXPENSES 90,891.
FORM 990, PART XI, LINE 9:	REVERSAL OF PRIOR YEAR CONTRIBUTION REVENUE -1,139,900. REVERSAL OF PRIOR YEAR PROGRAM REVENUE -50,500.

Additional Data

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