** PUBLIC DISCLOSURE COPY **

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 SEP 1, 2023 and ending AUG 31, 2024

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

C Name of organization: NATIONAL WILDLIFE FEDERATION

Doing business as

Number and street (or P.O. box if mail is not delivered to street address): 11100 WILDLIFE CENTER DRIVE — Room/suite

City or town, state or province, country, and ZIP or foreign postal code: RESTON, VA 20190

D Employer identification number: 53-0204616

E Telephone number: 703-438-6000

G Gross receipts $ 159,302,882.

F Name and address of principal officer: COLLIN O' MARA
SAME AS C ABOVE

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: [X] 501(c)(3) [ ] 501(c) ( ) (insert no.) [ ] 4947(a)(1) or [ ] 527

J Website: WWW.NWF.ORG

K Form of organization: [X] Corporation [ ] Trust [ ] Association [ ] Other

L Year of formation: 1939 **M** State of legal domicile: DC

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities: UNITE ALL AMERICANS TO ENSURE WILDLIFE THRIVES IN A RAPIDLY CHANGING WORLD.

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	31
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	31
5	Total number of individuals employed in calendar year 2023 (Part V, line 2a)	5	501
6	Total number of volunteers (estimate if necessary)	6	4000
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)	102,135,354.	131,967,853.
	9	Program service revenue (Part VIII, line 2g)	7,699,386.	8,033,167.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,473,950.	13,638,292.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	6,614,632.	2,765,295.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	117,923,322.	156,404,607.
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	12,608,887.	20,097,880.
	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)	46,310,261.	50,123,084.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	190,261.	184,655.
	b	Total fundraising expenses (Part IX, column (D), line 25) 8,156,519.		
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	62,227,632.	56,552,743.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	121,337,041.	126,958,362.
	19	Revenue less expenses. Subtract line 18 from line 12	-3,413,719.	29,446,245.
			Beginning of Current Year	**End of Year**
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	153,025,119.	178,912,382.
	21	Total liabilities (Part X, line 26)	49,444,813.	48,876,140.
	22	Net assets or fund balances. Subtract line 21 from line 20	103,580,306.	130,036,242.

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

ISMAEL SAVADOGO, TREASURER & CFO — Ismael Savadogo (Jun 2, 2025 14:33 EDT)

Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check [ ] if self-employed	PTIN
AARON M. FOX	AARON M. FOX	06/02/25		P01365820

Firm's name CBIZ ADVISORS, LLC — Firm's EIN 88-1478669

Firm's address 1899 L STREET, NW #850
WASHINGTON, DC 20036 — Phone no. 202-227-4000

May the IRS discuss this return with the preparer shown above? See instructions [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 .... [X]

1 Briefly describe the organization's mission:

SEE SCHEDULE O

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? .... [ ] Yes [X] 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 [X] 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 $ 53,265,029. including grants of $ 15,033,544.) (Revenue $ 85,017.)

CONSERVATION PROGRAMS

AS A LEADING CONSERVATION ORGANIZATION, THE NATIONAL WILDLIFE FEDERATION IS ACTIVE ACROSS A BROAD ARRAY OF ISSUES. THE BREADTH OF OUR WORK REFLECTS THE BREADTH OF THREATS CONFRONTING FISH AND WILDLIFE AND IT HAS NEVER FELT MORE IMPORTANT AS TREASURED AND UNKNOWN SPECIES ALIKE FACE MOUNTING PRESSURES: HABITAT DEGRADATION AND FRAGMENTATION, THE SPREAD OF ZOONOTIC DISEASES AND INVASIVE SPECIES, AND THE IMPACT FROM EXTREME WEATHER EVENTS MEAN MORE THAN ONE-THIRD OF ALL SPECIES IN THE UNITED STATES FACE AN INCREASED RISK OF EXTINCTION IN THE COMING DECADES.

RECOVERING WILDLIFE IS THE THREAD LINKING EVERYTHING THE FEDERATION

4b (Code:) (Expenses $ 32,336,603. including grants of $ 5,055,137.) (Revenue $ 5,992,114.)

EDUCATION OUTREACH & PUBLICATIONS

THE NATIONAL WILDLIFE FEDERATION BELIEVES EVERYONE IS RESPONSIBLE FOR CARING FOR THE EARTH AND IMPROVING THE ENVIRONMENT FOR FUTURE GENERATIONS. THE NATIONAL WILDLIFE FEDERATION PROVIDES ECOLOGICAL EDUCATION THROUGH OUR K-12 ECOSCHOOLS PROGRAM, WHICH HAS ENGAGED OVER 6,500 SCHOOLS AND CERTIFIED NEARLY 18,000 SCHOOLS SINCE 2009.

THE EARTH TOMORROW PROGRAM HAS TRAINED HIGH SCHOOL STUDENTS IN LEADERSHIP AND CIVIC ENGAGEMENT THROUGH COMMUNITY ACTION PROJECTS FOR OVER TWENTY YEARS. THE PROGRAM HAS INVOLVED MORE THAN 5,000 YOUTH IN CONSERVATION ACTION AND ENVIRONMENTAL SERVICE LEARNING PROJECTS AND

4c (Code:) (Expenses $ 24,919,571. including grants of $ 9,200.) (Revenue $ 6,388,340.)

MEMBERSHIP & OTHER NATURE EDUCATION PROGRAMS

MEMBERSHIP EDUCATION PROGRAMS MAINTAIN AN ACTIVE, ENGAGED AND INFORMED MEMBERSHIP PROVIDING SUPPORTERS WITH THE INFORMATION AND INSPIRATION TO MAKE A DIFFERENCE IN THEIR OWN BACKYARDS, THEIR COMMUNITIES, AND ACROSS THE COUNTRY. NWF REACHES MILLIONS OF SUPPORTERS ON A MONTHLY BASIS TO COMMUNICATE THE MOST PRESSING NEEDS FACING THE ENVIRONMENT TODAY - FROM PEOPLE BECOMING MORE DISCONNECTED FROM NATURE TO LOSS OF HABITAT AND THE IMPACTS OF CLIMATE CHANGE. THROUGH SUCH PUBLICATIONS AS NATIONAL WILDLIFE MAGAZINE, THE NWF WEBSITE, AND OTHER SOURCES OF INFORMATION, NWF IS EDUCATING OUR MEMBERSHIP BASE ON HOW NWF IS WORKING TO PROTECT WILDLIFE AND HABITAT. EVERY MONTH, THROUGH NATIONAL WILDLIFE MILLIONS

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

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

4e Total program service expenses 110,521,203.

SEE SCHEDULE O FOR CONTINUATION(S)

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	X	
2	Is the organization required to complete *Schedule B, Schedule of Contributors*? See instructions	2	X	
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		X
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	X	
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		X
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		X
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		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		X
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		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? *If "Yes," complete Schedule D, Part V*	10	X	
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	X	
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	X	
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		X
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	X	
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	X	
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	X	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a		X
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	X	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	X	
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	X	
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	X	
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		X
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	X	
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		X
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		X
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		X
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	X	

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		X
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	X	
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	X	
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		X
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		X
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		X
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		X
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		X
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		X
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		X
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		X
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		X
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		X
29	Did the organization receive more than $25,000 in noncash contributions? *If "Yes," complete Schedule M*	29	X	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		X
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		X
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		X
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	X	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	X	
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	X	
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		X
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		X
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	X	

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 [X]

					Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	665			
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	X	

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

				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	501		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b	X	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		3a		X
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation on 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	X	
b	If "Yes," enter the name of the foreign country SEE SCHEDULE O 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		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		X
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		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?		7a		X
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		X
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		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		X
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		X
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation on Schedule O*		14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.		15		X
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		X
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 line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.*

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

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year ..... 1a: 31 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 on Schedule O.				
b	Enter the number of voting members included on line 1a, above, who are independent 1b: 31				
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			X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3			X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4			X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5			X
6	Did the organization have members or stockholders?	6		X	
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		X	
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			X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?	8a		X	
b	Each committee with authority to act on behalf of the governing body?	8b		X	
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 on Schedule O*	9			X

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		X
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	X	
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	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
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	X	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	X	
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	X	
b	Other officers or key employees of the organization	15b		X
	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		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed AL,AK,AR,CA,CO,CT,DC,FL,GA,HI,IL,KS

18 Section 6104 requires an organization to make its Forms 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.

[X] Own website [ ] Another's website [X] Upon request [ ] Other *(explain on Schedule O)*

19 Describe on 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

ISMAEL SAVADOGO - 703-438-6000

11100 WILDLIFE CENTER DRIVE, RESTON, VA 20190-5362

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, and 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 line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) COLLIN O' MARA PRESIDENT & CEO	40.00			X				631,346.	0.	125,253.
(2) BENJAMIN P. KOTA SECRETARY & COO	40.00			X				303,538.	0.	65,999.
(3) MUSTAFA S. ALI EXECUTIVE VP CONSERVATION	40.00				X			281,561.	0.	21,642.
(4) THOMAS H. SELLERS CHIEF DEVELOPMENT OFFICER	40.00				X			279,962.	0.	22,215.
(5) CHANTE F. COLEMAN VP EQUITY & JUSTICE	40.00					X		221,032.	0.	51,360.
(6) ISMAEL SAVADOGO TREASURER & CFO	40.00			X				256,951.	0.	11,387.
(7) ROBIN MARTIN SRVP OF PEOPLE	40.00					X		216,910.	0.	31,522.
(8) CAROLINE V. ITOH SRVP OPERATIONS & TECHNOLO	40.00					X		225,719.	0.	19,315.
(9) ELIZABETH M. BREAUX SENIOR VP FOR PHILANTHROPY	40.00				X			183,961.	0.	35,688.
(10) HEATHER DAVIS-MILLER VP STRATEGIC PARTNERSHIPS	40.00					X		188,015.	0.	27,969.
(11) SARAH LASKIN VP CONSERVATION PROGRAMS	40.00				X			185,371.	0.	21,934.
(12) ABIGAIL TINSLEY VP CONSERVATION POLICY	40.00				X			179,895.	0.	20,332.
(13) KIMBERLY D. MARTINEZ VP NATIONAL EDUCATION & EN	40.00				X			181,941.	0.	15,192.
(14) THOMAS E. CLUDERAY ASST SECRETARY & GENERAL COUNSEL	40.00			X				176,542.	0.	15,820.
(15) ADRIENNE HOLLIS VP ENVIRONMENTAL JUSTICE	40.00					X		180,653.	0.	10,673.
(16) RICHARD J. BROWN AVP PUBLISHING OPERATIONS	40.00				X			159,142.	0.	30,966.
(17) SANDRA MIAO AVP MEMBERSHIP PROGRAMS	40.00				X			153,673.	0.	24,838.

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 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) TAMARA JOHNSON ASST TREASURER & CONTROLLER	40.00			X				148,006.	0.	16,380.
(19) JOHN ROBBINS CHAIR	3.00	X		X				0.	0.	0.
(20) WILLIAM HOUSTON PAST CHAIR	3.00	X		X				0.	0.	0.
(21) FREDERICK KOWAL DIR TO CHAIR ELECT - AS OF 6/24	3.00	X		X				0.	0.	0.
(22) REBECCA PRITCHETT EASTERN VICE CHAIR	3.00	X		X				0.	0.	0.
(23) MARY VAN KERREBROOK CENTRAL VICE CHAIR - UNTIL 6/24	3.00	X		X				0.	0.	0.
(24) ALLYN DUKES, DIRECTOR TO CENTRAL VICE CHAIR - AS OF 6/24	3.00	X		X				0.	0.	0.
(25) BRAD POWELL WESTERN VICE CHAIR	3.00	X		X				0.	0.	0.
(26) MARK BERRY DIRECTOR	3.00	X						0.	0.	0.
1b Subtotal								4,154,218.	0.	568,485.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								4,154,218.	0.	568,485.

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 126

			Yes	No
3	Did the organization list any **former** officer, director, trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	3		X
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	X	
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		X

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
CDS GLOBAL, INC 1901 BELL AVE, DES MOINES, IA 50315	FULFILLMENT AND CONSULTING	2,008,271.
FOREST INCENTIVES, LTD, 626 JACKSONVILLE RD, STE 150, WARMINSTER, PA 18974	FULFILLMENT AND CONSULTING	1,497,923.
LIVING HABITATS, LLC 6575 NORTH AVONDALE AVE, CHICAGO, IL 60631	DESIGN AND DOCUMENTATION SERVIC	1,417,325.
RWT PRODUCTION, LLC 8932 ORANGE HUNT LN, ANNANDALE, VA 22003	PRINT PROCUREMENT SERVICES	1,377,595.
THE BAKER GROUP, 10736 JEFFERSON BLVD #659 , CULVER CITY, CA 90230	EVENT MANAGEMENT SERVICES	489,777.

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 38

SEE PART VII, SECTION A CONTINUATION SHEETS

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 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(27) ARTHUR BLAZER DIRECTOR - UNTIL 11/23	3.00	X						0.	0.	0.
(28) CAROL BUIE-JACKSON DIRECTOR	3.00	X						0.	0.	0.
(29) PRISCILLA DE LA CRUZ DIRECTOR	3.00	X						0.	0.	0.
(30) JOMAR FLOYD DIRECTOR	3.00	X						0.	0.	0.
(31) SCOTT GILMORE DIRECTOR	3.00	X						0.	0.	0.
(32) JOHN GOSS DIRECTOR	3.00	X						0.	0.	0.
(33) RANDY JONES DIRECTOR	3.00	X						0.	0.	0.
(34) BRIANNA JONES RICH DIRECTOR	3.00	X						0.	0.	0.
(35) KOALANI KAULUKUKUI-BARBEE DIRECTOR	3.00	X						0.	0.	0.
(36) JAY LANIER DIRECTOR	3.00	X						0.	0.	0.
(37) DAWN LEVEY DIRECTOR	3.00	X						0.	0.	0.
(38) CATHERINE NOVELLI DIRECTOR	3.00	X						0.	0.	0.
(39) MIGUEL ORDENANA DIRECTOR	3.00	X						0.	0.	0.
(40) DR. MAMIE PARKER DIRECTOR	3.00	X						0.	0.	0.
(41) STEVIE PARSONS DIRECTOR	3.00	X						0.	0.	0.
(42) SARA PARKER PAULEY DIRECTOR	3.00	X						0.	0.	0.
(43) SALLY RANNEY DIRECTOR	3.00	X						0.	0.	0.
(44) BOB REES DIRECTOR	3.00	X						0.	0.	0.
(45) LYNDZEE RHINE DIRECTOR - UNTIL 3/24	3.00	X						0.	0.	0.
(46) EMILY SCHRADER DIRECTOR	3.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(47) ROB SPEIDEL DIRECTOR	3.00	X						0.	0.	0.
(48) RACHEL SPRAGUE DIRECTOR	3.00	X						0.	0.	0.
(49) ELIZABETH SWISHER DIRECTOR	3.00	X						0.	0.	0.
(50) GLORIA TOM DIRECTOR	3.00	X						0.	0.	0.
(51) JEREMY VESBACH DIRECTOR	3.00	X						0.	0.	0.
(52) BETH VIOLA DIRECTOR	3.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

Part VIII Statement of Revenue

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a	11,292.				
	b Membership dues	1b	7,826,509.				
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	17,038,193.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	107,091,859.				
	g Noncash contributions included in lines 1a-1f	1g	$ 6,352,397.				
	h **Total.** Add lines 1a-1f			131967853.			
Program Service Revenue			Business Code				
	2 a SUBSCRIPTION REVENUE		900099	7,876,509.	7,876,509.		
	b REGISTRATION FEES		900099	123,871.	123,871.		
	c HONORARIA		900099	31,741.	31,741.		
	d AFFILIATE FEES		900099	1,046.	1,046.		
	e						
	f All other program service revenue						
	g **Total.** Add lines 2a-2f			8,033,167.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			1,644,010.			1644010.
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties			1,545,123.			1545123.
			(i) Real / (ii) Personal				
	6 a Gross rents	6a	230,020. /				
	b Less: rental expenses	6b	209,128. /				
	c Rental income or (loss)	6c	20,892. /				
	d Net rental income or (loss)			20,892.			20,892.
			(i) Securities / (ii) Other				
	7 a Gross amount from sales of assets other than inventory	7a	11,996,356. /				
	b Less: cost or other basis and sales expenses	7b	0. / 2,074.				
	c Gain or (loss)	7c	11,996,356. / -2,074.				
	d Net gain or (loss)			11,994,282.			11994282.
	8 a 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						
	9 a Gross income from gaming activities. See Part IV, line 19	9a					
	b Less: direct expenses	9b					
	c Net income or (loss) from gaming activities						
	10 a Gross sales of inventory, less returns and allowances	10a	7,119,377.				
	b Less: cost of goods sold	10b	2,687,073.				
	c Net income or (loss) from sales of inventory			4,432,304.	4,432,304.		
Miscellaneous Revenue			Business Code				
	11 a OTHER REVENUE		900099	482.			482.
	b EQUITY LOSS IN SUBSIDIARY		900099	-3,233,506.			-3233506.
	c						
	d All other revenue						
	e **Total.** Add lines 11a-11d			-3,233,024.			
	12 **Total revenue.** See instructions			156404607.	12465471.	0.	11971283.

332009 12-21-23

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 [X]

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	19,812,315.	19,812,315.		
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	285,565.	285,565.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	3,715,259.	1,682,086.	1,153,289.	879,884.
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	35,507,388.	31,824,180.	2,972,208.	711,000.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	1,947,040.	1,755,133.	165,877.	26,030.
9 Other employee benefits	5,846,836.	5,106,988.	560,732.	179,116.
10 Payroll taxes	3,106,561.	2,667,294.	320,597.	118,670.
11 Fees for services (nonemployees):				
a Management				
b Legal	133,534.	117,804.	8,186.	7,544.
c Accounting	146,366.	129,475.	8,314.	8,577.
d Lobbying	472,435.	472,435.		
e Professional fundraising services. See Part IV, line 17	184,655.			184,655.
f Investment management fees	332,772.	290,244.	26,655.	15,873.
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	17,621,959.	15,947,272.	946,116.	728,571.
12 Advertising and promotion	1,266,458.	1,104,605.	101,443.	60,410.
13 Office expenses	15,332,188.	11,964,543.	624,488.	2,743,157.
14 Information technology	2,772,366.	2,418,058.	222,066.	132,242.
15 Royalties	648,560.	496,473.	19,392.	132,695.
16 Occupancy	1,980,532.	1,528,574.	406,999.	44,959.
17 Travel	1,781,244.	1,655,415.	96,368.	29,461.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	2,646,622.	2,325,477.	201,281.	119,864.
20 Interest	385,875.	336,560.	30,909.	18,406.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,305,398.	1,007,506.	268,259.	29,633.
23 Insurance	116,232.	101,378.	9,310.	5,544.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a MAJOR PROGRAM MATERIALS	6,965,277.	5,335,756.		1,629,521.
b LIST RENTAL SERVICES	1,159,285.	887,433.	34,662.	237,190.
c OTHER EXPENSES	1,085,390.	947,092.	87,667.	50,631.
d TEXT/EDITORIAL	263,984.	215,460.	10,915.	37,609.
e All other expenses	136,266.	106,082.	4,907.	25,277.
25 **Total functional expenses.** Add lines 1 through 24e	126,958,362.	110,521,203.	8,280,640.	8,156,519.
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 [X] if following SOP 98-2 (ASC 958-720)	16,381,493.	8,334,154.	1,010,523.	7,036,816.

Part X Balance Sheet

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

					(A) Beginning of year		(B) End of year
Assets	1	Cash - non-interest-bearing			1,281,300.	1	5,153,401.
	2	Savings and temporary cash investments			2,842,415.	2	16,281,093.
	3	Pledges and grants receivable, net			32,432,184.	3	50,177,373.
	4	Accounts receivable, net			1,215,470.	4	1,257,284.
	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			1,787,793.	8	1,757,667.
	9	Prepaid expenses and deferred charges			5,739,824.	9	5,139,204.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	33,405,372.			
	b	Less: accumulated depreciation	10b	19,057,295.	14,409,233.	10c	14,348,077.
	11	Investments - publicly traded securities			51,991,356.	11	39,853,436.
	12	Investments - other securities. See Part IV, line 11			25,515,009.	12	25,763,784.
	13	Investments - program-related. See Part IV, line 11				13	
	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11			15,810,535.	15	19,181,063.
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)			153,025,119.	16	178,912,382.
Liabilities	17	Accounts payable and accrued expenses			15,716,955.	17	11,342,525.
	18	Grants payable				18	
	19	Deferred revenue			11,539,691.	19	12,087,159.
	20	Tax-exempt bond liabilities			9,636,008.	20	9,197,134.
	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			12,552,159.	25	16,249,322.
	26	**Total liabilities.** Add lines 17 through 25			49,444,813.	26	48,876,140.
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			45,779,047.	27	44,132,908.
	28	Net assets with donor restrictions			57,801,259.	28	85,903,334.
		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			103,580,306.	32	130,036,242.
	33	Total liabilities and net assets/fund balances			153,025,119.	33	178,912,382.

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	156,404,607.
2	Total expenses (must equal Part IX, column (A), line 25)	2	126,958,362.
3	Revenue less expenses. Subtract line 2 from line 1	3	29,446,245.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	103,580,306.
5	Net unrealized gains (losses) on investments	5	-3,396,586.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	142,912.
9	Other changes in net assets or fund balances (explain on Schedule O)	9	263,365.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	130,036,242.

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 [X] 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		X
	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	X	
	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 [X] 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	X	
	If the organization changed either its oversight process or selection process during the tax year, explain on 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	X	
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 on Schedule O and describe any steps taken to undergo such audits	3b	X	

Form 990 (2023)

SCHEDULE A **(Form 990)**

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
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: NATIONAL WILDLIFE FEDERATION

Employer identification number: 53-0204616

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

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

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

2 [ ] A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)

3 [ ] A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

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

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

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

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

8 [ ] A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

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

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

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

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

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

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

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

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

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

f Enter the number of supported organizations .... [ ]

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

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

Part II **Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	65798995.	93029114.	92331434.	102135353	131967853	485262749
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add lines 1 through 3	65798995.	93029114.	92331434.	102135353	131967853	485262749
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						23417690.
6 **Public support.** Subtract line 5 from line 4.						461845059

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	65798995.	93029114.	92331434.	102135353	131967853	485262749
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	2045978.	2208693.	3192524.	3178050.	3419153.	14044398.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	154,517.		30,486.		482.	185,485.
11 **Total support.** Add lines 7 through 10						499492632

12 Gross receipts from related activities, etc. (see instructions)	12	83,927,656.

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	92.46 %
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	93.12 %

16a **33 1/3% support test - 2023.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization [X]

b **33 1/3% support test - 2022.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

17a **10% -facts-and-circumstances test - 2023.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ☐

b **10% -facts-and-circumstances test - 2022.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ☐

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public support.** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 **Total support.** (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15	Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f))	15	%
16	Public support percentage from 2022 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2023** (line 10c, column (f), divided by line 13, column (f))	17	%
18	Investment income percentage from **2022** Schedule A, Part III, line 17	18	%

19a **33 1/3% support tests - 2023.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

b **33 1/3% support tests - 2022.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

20 **Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations *(continued)*

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

1 *Check the box next to the method that the organization used to satisfy the Integral Part Test during the year* **(see instructions).**

a ☐ The organization satisfied the Activities Test. *Complete* **line 2** *below.*

b ☐ The organization is the parent of each of its supported organizations. *Complete* **line 3** *below.*

c ☐ The organization supported a governmental entity. *Describe in* **Part VI** *how you supported a governmental entity (see instructions).*

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

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

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

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

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

Section C - Distributable Amount				Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1		
2	Enter 0.85 of line 1.	2		
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4	Enter greater of line 2 or line 3.	4		
5	Income tax imposed in prior year	5		
6	**Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6		

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

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

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (prior IRS approval required - *provide details in* **Part VI**)	5	
6 Other distributions (*describe in* **Part VI**). See instructions.	6	
7 **Total annual distributions.** Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (*provide details in* **Part VI**). See instructions.	8	
9 Distributable amount for 2023 from Section C, line 6	9	
10 Line 8 amount divided by line 9 amount	10	

Section E - Distribution Allocations (see instructions)	**(i)** Excess Distributions	**(ii)** Underdistributions Pre-2023	**(iii)** Distributable Amount for 2023
1 Distributable amount for 2023 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2023 (reasonable cause required - *explain in* **Part VI**). See instructions.			
3 Excess distributions carryover, if any, to 2023			
a From 2018			
b From 2019			
c From 2020			
d From 2021			
e From 2022			
f **Total** of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2023 distributable amount			
i Carryover from 2018 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2023 from Section D, line 7: $			
a Applied to underdistributions of prior years			
b Applied to 2023 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, *explain in* **Part VI.** See instructions.			
6 Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, *explain in* **Part VI**. See instructions.			
7 **Excess distributions carryover to 2024.** Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2019			
b Excess from 2020			
c Excess from 2021			
d Excess from 2022			
e Excess from 2023			

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

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

OTHER REVENUE

2019 AMOUNT: $ 154,517.

2020 AMOUNT: $ 0.

2021 AMOUNT: $ 30,486.

2022 AMOUNT: $ 0.

2023 AMOUNT: $ 482.

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
NATIONAL WILDLIFE FEDERATION	53-0204616

Organization type (check one):

Filers of:	**Section:**
Form 990 or 990-EZ	[X] 501(c)(3) (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 property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

[X] For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), 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 (entering "N/A" in column (b) instead of the contributor name and address), 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), 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 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

Name of organization	Employer identification number
NATIONAL WILDLIFE FEDERATION	53-0204616

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
1		$ 23,900,700.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
2		$ 10,000,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
3		$ 4,639,200.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
4		$ 2,687,962.	Person [X] 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	Employer identification number
NATIONAL WILDLIFE FEDERATION	53-0204616

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	Employer identification number
NATIONAL WILDLIFE FEDERATION	53-0204616

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 info. once.) $

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

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

2023

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 organization	Employer identification number
NATIONAL WILDLIFE FEDERATION	53-0204616

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.

2 Political campaign activity expenditures .... $

3 Volunteer hours for political campaign activities ....

Part I-B Complete if the organization is exempt under section 501(c)(3).

1 Enter the amount of any excise tax incurred by the organization under section 4955 .... $

2 Enter the amount of any excise tax incurred by organization managers under section 4955 .... $

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? .... ☐ Yes ☐ No

4a Was a correction made? .... ☐ Yes ☐ No

b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities .... $

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities .... $

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

4 Did the filing organization file **Form 1120-POL** for this year? .... ☐ Yes ☐ No

5 Enter the names, addresses, and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	**(b)** Address	**(c)** EIN	**(d)** Amount paid from filing organization's funds. If none, enter -0-.	**(e)** Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.

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 (grassroots 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)** 2020	**(b)** 2021	**(c)** 2022	**(d)** 2023	**(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?	X		
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	X		
c Media advertisements?		X	
d Mailings to members, legislators, or the public?		X	
e Publications, or published or broadcast statements?	X		755.
f Grants to other organizations for lobbying purposes?	X		280,936.
g Direct contact with legislators, their staffs, government officials, or a legislative body?	X		341,765.
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?	X		5,811.
i Other activities?		X	
j Total. Add lines 1c through 1i			629,267.
2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?		X	
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 campaign activity 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 expenditures 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.

PART II-B, LINE 1, LOBBYING ACTIVITIES:

THE LOBBYING WORK OF THE NATIONAL WILDLIFE FEDERATION ADVANCES THE TAX-EXEMPT PURPOSES OF THE ORGANIZATION, FOCUSING ON ADDRESSING THE CHANGING CLIMATE; CONSERVING AND RESTORING LAND, WATER, AND WILDLIFE; ADDRESSING ENVIRONMENTAL INJUSTICES; AND CONNECTING COMMUNITIES TO NATURE. THE NATIONAL WILDLIFE FEDERATION DEVOTED $629,268 OF ITS EXEMPT

Part IV Supplemental Information *(continued)*

PURPOSE EXPENDITURES ATTEMPTING TO INFLUENCE LEGISLATION IN FISCAL YEAR 2024.

THE NATIONAL WILDLIFE FEDERATION (NWF) HELPED ADVANCE THE FOLLOWING INITIATIVES:

- NEW, DEDICATED FEDERAL FUNDING FOR STATE FISH AND WILDLIFE AGENCIES AND TRIBES TO ENGAGE IN PROACTIVE SPECIES CONSERVATION WORK. HABITAT LOSS, THE CHANGING CLIMATE, INVASIVE SPECIES, AND EMERGING DISEASES HAVE ALL TAKEN A TOLL ON OUR NATION'S WILDLIFE. ONE-THIRD OF ALL U.S. WILDLIFE SPECIES ARE AT INCREASED RISK OF EXTINCTION. THAT'S WHY NWF WORKED TO ADVANCE A COMMON-SENSE VISION FOR RECOVERING AMERICA'S WILDLIFE THAT IS GAINING BIPARTISAN SUPPORT IN CONGRESSA BILL THAT IS CRITICAL TO ENACT IF WE ARE SERIOUS ABOUT SAVING THOUSANDS OF AT-RISK SPECIES AND IMPROVING WILDLIFE HABITAT. IN ADDITION, THE NATIONAL WILDLIFE FEDERATION AND ITS STATE AND TERRITORIAL AFFILIATES WORKED TO ADVANCE ADDITIONAL EFFORTS TO INVEST IN WILDLIFE CONSERVATION, INCLUDING MULTIPLE BIPARTISAN BILLS THAT PROTECT AND RESTORE OUR PUBLIC LANDS, WATERS, WILDLIFE HABITAT, AND WORKING LANDS.
- SUPPORT FOR THE HISTORIC INVESTMENTS IN CLIMATE SOLUTIONS, ENVIRONMENTAL JUSTICE, WILDLIFE, AND CONSERVATION INCLUDED IN THE INFLATION REDUCTION ACT OF 2022;
- PROPER IMPLEMENTATION AND SUSTAINED FUNDING FOR WILDLIFE-FRIENDLY FARM BILL CONSERVATION PROGRAMS, AS WELL AS EQUITABLE DELIVERY OF U.S. DEPARTMENT OF AGRICULTURE FINANCIAL AND TECHNICAL ASSISTANCE;
- FUNDING TO BETTER MONITOR, RESEARCH, AND ADDRESS WILDLIFE DISEASES LIKE CHRONIC WASTING DISEASE AND OTHER ZOONOTIC DISEASES;
- BETTER IDENTIFICATION AND PRESERVATION OF EXISTING ROUTES THAT

Part IV Supplemental Information *(continued)*

WILDLIFE TRAVEL AND CONNECT FRAGMENTED HABITAT, INCLUDING ON TRIBAL LANDS;

- THE ADOPTION OF NATURAL INFRASTRUCTURE SOLUTIONS AND IMPROVING TRANSPARENCY AND COORDINATION IN THE ARMY CORPS OF ENGINEERS;

- REAUTHORIZATION OF KEY WATER INFRASTRUCTURE PROGRAMS WITH IMPROVEMENTS TO BETTER SERVE LOW-INCOME COMMUNITIES;

- THE REFORM OF THE NATIONAL FLOOD INSURANCE PROGRAM (NFIP) TO PROVIDE A FAIRER RETURN FOR TAXPAYERS AND BETTER PROTECT WILDLIFE AND OUR VULNERABLE COASTLINES AND WETLANDS;

- STRONGER WILDFIRE RESILIENCE MEASURES, INCLUDING FOREST MANAGEMENT;

- POLICIES THAT SUPPORT AN EQUITABLE TRANSITION FOR FOSSIL-FUEL DEPENDENT COMMUNITIES, INCLUDING ECONOMIC REDEVELOPMENT AND RECLAMATION OF DEGRADED LAND AND WATER;

- THE REFORM OF THE RENEWABLE FUELS STANDARD IN WAYS THAT WOULD BETTER PROTECT WILDLIFE HABITAT IN THE FACE OF A CORN ETHANOL EXPANSION, INCLUDING BY PROMOTING ADVANCED BIOFUELS;

- FEDERAL INVESTMENT FOR CARBON CAPTURE AND UTILIZATION RESEARCH, USAGE, AND STORAGE;

- THE CONSERVATION AND RESTORATION OF OUR NATION'S PUBLIC LANDS, WATERS, AND TREASURED NATURAL AREAS;

- A BIPARTISAN LEGISLATIVE PROPOSAL TO CREATE A NATIONAL GRASSLANDS CONSERVATION STRATEGY TO CONSERVE AND RESTORE DWINDLING NATIVE GRASSLANDOUR MOST IMPERILED ECOSYSTEMAND PREVENT FURTHER LOSSES;

- LEGISLATION TO ADDRESS IMPORTATION OF CERTAIN PRODUCTS RESULTING FROM ILLEGAL TROPICAL DEFORESTATION ACTIVITIES;

- DEFENDING BEDROCK ENVIRONMENTAL LAWS LIKE THE CLEAN WATER ACT, CLEAN AIR ACT, NATIONAL ENVIRONMENTAL POLICY ACT, ANTIQUITIES ACT, LACEY ACT, AND ENDANGERED SPECIES ACT.

Part IV Supplemental Information *(continued)*

- ENVIRONMENTAL EDUCATION FUNDING, SCHOOL GREENING, AND EFFORTS TO IMPROVE ENERGY EFFICIENCY AND GREEN SPACES AT SCHOOL FACILITIES;
- FUNDING TO ADVANCE REGIONAL ECOSYSTEM RESTORATION IN THE GREAT LAKES, CHESAPEAKE, OHIO RIVER, COLUMBIA RIVER BASIN, EVERGLADES, AND OTHER ECOSYSTEMS AROUND THE COUNTRY;
- A NON-REGULATORY INITIATIVE FOCUSED ON THE RESTORATION AND RESILIENCE OF THE MISSISSIPPI RIVER.
- REFORM OF OUTDATED FEDERAL OIL AND GAS LEASING LAWS TO PROVIDE A FAIRER RETURN TO TAXPAYERS;
- SUPPORT FOR QUALIFIED FEDERAL NOMINEES TO BE CONFIRMED BY THE U.S. SENATE;
- INVESTMENTS THAT SUPPORT HISTORICALLY MARGINALIZED COMMUNITIES, SUCH AS THE ENVIRONMENTAL JUSTICE FOR ALL ACT;
- THE PFAS ACTION ACT AND RELATED MEASURES TO ADDRESS PFAS CONTAMINATION IN OUR WATERS;
- PROMOTION OF THE RESPONSIBLE DEVELOPMENT OF A DOMESTIC OFFSHORE WIND ENERGY INDUSTRY;
- INDIVIDUALIZED EFFORTS TO RECOVER SPECIES LIKE BISON, BLACK-FOOTED FERRETS, WILD SALMON AND STEELHEAD;
- BEST PRACTICES FOR SITING FOR RENEWABLE ENERGY PROJECTS, OIL AND GAS INFRASTRUCTURE, CARBON CAPTURE, AND MINING PROJECTS.

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
2023
Open to Public Inspection

Name of the organization NATIONAL WILDLIFE FEDERATION
Employer identification number 53-0204616

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 (for example, recreation or education)
- ☐ Protection of natural habitat
- ☐ Preservation of open space
- ☐ Preservation of a historically important land area
- ☐ Preservation of a certified historic structure

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 Tax 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 on line 2a	2c	
d	Number of conservation easements included on line 2c 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 2d 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 $ ______

LHA **For Paperwork Reduction Act Notice, see the Instructions for Form 990.** **Schedule D (Form 990) 2023**

332051 09-28-23

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 make 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 program
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	19,989,025.	18,229,555.	16,825,503.	13,031,106.	12,553,489.
b Contributions	0.	1,689,499.	1,581,259.	3,664,009.	416,426.
c Net investment earnings, gains, and losses	115,033.	73,453.	2,241.	180,359.	84,687.
d Grants or scholarships					
e Other expenditures for facilities and programs	5,346,921.	3,482.	179,448.	49,971.	23,496.
f Administrative expenses					
g End of year balance	14,757,137.	19,989,025.	18,229,555.	16,825,503.	13,031,106.

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

a Board designated or quasi-endowment 61.6456 %

b Permanent endowment 37.2701 %

c Term endowment 1.0843 %

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)		X
(ii) Related organizations?	3a(ii)		X
b If "Yes" on line 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		4,636,639.		4,636,639.
b Buildings		12,780,638.	6,017,550.	6,763,088.
c Leasehold improvements		1,868,843.	1,044,999.	823,844.
d Equipment		13,224,796.	11,464,247.	1,760,549.
e Other		894,456.	530,499.	363,957.
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, line 10c, column (B))*				14,348,077.

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	-1,135,035.	END-OF-YEAR MARKET VALUE
(3) Other		
(A) INSTITUTIONAL COMINGLED		
(B) FUNDS	25,521,039.	END-OF-YEAR MARKET VALUE
(C) PRIVATE EQUITY FUNDS	1,377,780.	END-OF-YEAR MARKET VALUE
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))	25,763,784.	

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. (Col. (b) must equal Form 990, Part X, line 13, col. (B))		

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) RIGHT-OF-USE ASSET	6,965,156.
(2) CHARITABLE REMAINDER TRUSTS	444,371.
(3) CHARITABLE REMAINDER ANNUITIES	6,395,865.
(4) INTEREST IN PERPETUAL TRUST	5,013,251.
(5) POSTAGE ADVANCES	51,369.
(6) DEPOSITS	118,858.
(7) DUE FROM RELATED ENTITY	192,193.
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, line 15, col. (B))*	19,181,063.

Part X Other Liabilities

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) POST-RETIREMENT BENEFITS RESERVE	5,236,047.
(3) ANNUITY AND OTHER RESERVES	2,838,677.
(4) LEASE LIABILITY	8,174,598.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, line 25, col. (B))*	16,249,322.

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 FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ... X

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	
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			
e	Add lines **2a** through **2d**			2e	
3	Subtract line **2e** from line **1**			3	
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	
5	Total revenue. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 12.)*			5	

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	
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			
e	Add lines **2a** through **2d**			2e	
3	Subtract line **2e** from line **1**			3	
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	
5	Total expenses. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 18.)*			5	

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.

PART V, LINE 4:

ENDOWMENT FUNDS ABOVE SUPPORT NATIONAL WILDLIFE FEDERATION'S CONSERVATION EDUCATION PROGRAMS AND ARE HELD IN ACCORDANCE WITH EACH DONOR'S STIPULATIONS AND WISHES CONCERNING VARIOUS ENVIRONMENTAL ISSUES. THE AMOUNT ABOVE ALSO CONTAINS INTERNALLY DESIGNATED FUNDS.

PART X, LINE 2:

THE FEDERATION REVIEWS AND ASSESSES ALL ACTIVITIES ANNUALLY TO IDENTIFY ANY CHANGES IN THE SCOPE OF THE ACTIVITIES AND REVENUE SOURCES AND THE TAX TREATMENT THEREOF TO IDENTIFY ANY UNCERTAINTY IN INCOME TAXES. FOR THE YEARS ENDED AUGUST 31, 2024 AND 2023, MANAGEMENT DID NOT IDENTIFY ANY UNCERTAINTY IN INCOME TAXES REQUIRING RECOGNITION OR DISCLOSURE IN THESE

Part XIII Supplemental Information *(continued)*

CONSOLIDATED FINANCIAL STATEMENTS. IT IS THE FEDERATION'S POLICY TO RECOGNIZE INTEREST AND/OR PENALTIES RELATED TO UNCERTAINTY IN INCOME TAXES, IF ANY, IN INCOME TAX OR INTEREST EXPENSE. THE FEDERATION'S TAX RETURNS ARE SUBJECT TO POSSIBLE EXAMINATION BY THE TAXING AUTHORITIES; HOWEVER, NO EXAMINATIONS ARE CURRENTLY PENDING OR IN PROGRESS.

SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

Complete if the organization answered "Yes" on 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: NATIONAL WILDLIFE FEDERATION

Employer identification number 53-0204616

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

(a) Region	**(b)** Number of offices in the region	**(c)** Number of employees, agents, and independent contractors in the region	**(d)** Activities conducted in the 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
CENTRAL AMERICA AND THE CARIBBEAN	0	0	INVESTMENTS		9,197,477.
EUROPE (INCLUDING ICELAND AND GREENLAND)	0	2	PROGRAM SERVICES	IT SUPPORT/PROGRAMS	387,280.
SOUTH AMERICA	0	0	GRANTMAKING		285,565.
3 a Subtotal	0	2			9,870,322.
b Total from continuation sheets to Part I	0	0			0.
c **Totals** (add lines 3a and 3b)	0	2			9,870,322.

For Paperwork Reduction Act Notice, see the Instructions for Form 990. **Schedule F (Form 990) 2023**

LHA 332071 11-29-23

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)
		SOUTH AMERICA	PREVENT DEFORESTATION	96,376.	WIRE	0.		
		SOUTH AMERICA	PREVENT DEFORESTATION	189,189.	WIRE	0.		

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

3 Enter total number of other organizations or entities 0

Schedule F (Form 990) 2023

332072 11-29-23

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)

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 the 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 the 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 the 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 the 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 the 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 the 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.

PART I, LINE 2:

THE FEDERATION ASSESSES WHETHER ANY FOREIGN ENTITIES ARE CHARITABLE ORGANIZATIONS WITH A SIMILAR MISSION TO THE FEDERATION AND CAPABLE OF MEETING THE DELIVERABLES TO ACCOMPLISH OUR MISSION. WE ASK FOR PROPOSALS FROM GRANTEES AND ONCE WE ARE SATISFIED, WE ENGAGE IN WRITTEN AGREEMENTS AND CAREFULLY MONITOR THE GRANTEE TO ENSURE DELIVERABLES AND MILESTONES ARE MET SO THAT THE OVERALL MISSION OBJECTIVES ARE ACCOMPLISHED. THE FEDERATION STAFF ROUTINELY ALSO WORK ALONG WITH GRANTEES TO MONITOR PROGRESS IN ADDITION TO REQUIRING REGULAR REPORTS BY THE GRANTEES.

PART I, LINE 3:

FOREIGN EXPENDITURES ARE ACCOUNTED FOR ON THE ACCRUAL BASIS.

PART II, LINE 1:

FOREIGN GRANTS ARE ACCOUNTED FOR ON THE ACCRUAL BASIS.

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, line 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: NATIONAL WILDLIFE FEDERATION

Employer identification number 53-0204616

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

2 a 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? [X] **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
TELEFUND - 186 LINCOLN STREET, SUITE 100, BOSTON, MA	MEMBERSHIPS, PUBLIC ED, FUNDRAISING, AND		X	1,232.	13,655.	-12,423.
MOORE, A SERIES LLC - 4200 PARLIAMENT PLACE, SUITE 300,	STRATEGIC CONSULTING		X	0.	171,000.	-171,000.
Total				1,232.	184,655.	-183,423.

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.

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

SEE PART IV FOR CONTINUATIONS

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 to be 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.

SCHEDULE G, PART I, LINE 2B, LIST OF TEN HIGHEST PAID FUNDRAISERS:

(I) NAME OF FUNDRAISER: TELEFUND

(I) ADDRESS OF FUNDRAISER: 186 LINCOLN STREET, SUITE 100, BOSTON, MA 02111

(II) ACTIVITY: MEMBERSHIPS, PUBLIC ED, FUNDRAISING, AND GRASSROOTS ORGANIZI

(I) NAME OF FUNDRAISER: MOORE, A SERIES LLC

(I) ADDRESS OF FUNDRAISER:
4200 PARLIAMENT PLACE, SUITE 300, LANHAM, MD 20706

Part IV **Supplemental Information** *(continued)*

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: NATIONAL WILDLIFE FEDERATION
Employer identification number 53-0204616

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? [X] 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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
MOUNTAINS RECREATION & CONSERVATION AUTHORITY - 570 W. AVE 26TH, STE 100 - LOS ANGELES, CA 90065	77-0112367	GOVT	9,814,250.	0.			CONSERVATION ASSISTANCE
BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS - 72682 MAPLE ST, PO BOX 39 - ODANAH, WI 54861	39-1178897	GOVT	1,200,000.	0.			CONSERVATION ASSISTANCE
TOWN OF OXFORD PO BOX 339, 101 MARKET ST OXFORD, MD 21654	52-6003603	GOVT	1,176,921.	0.			CONSERVATION ASSISTANCE
ETCHART SHEEP RANCH, LLC 58719 LOESCH RD MONTROSE, CO 81403	84-1045313	N/A	800,000.	0.			CONSERVATION ASSISTANCE
NATIONAL AUDUBON SOCIETY 225 VARICK ST. 7TH FLOOR NEW YORK, NY 10014	13-1624102	501(C)(3)	623,692.	0.			CONSERVATION ASSISTANCE
WIND RIVER TRIBAL BUFFALO INITIATIVE - PO BOX 14 - KINNEAR, WY 82516	88-1968510	501(C)(3)	312,454.	0.			CONSERVATION ASSISTANCE

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ..... 144.

3 Enter total number of other organizations listed in the line 1 table ..... 6.

For Paperwork Reduction Act Notice, see the Instructions for Form 990. **Schedule I (Form 990) 2023**

LHA 332101 11-01-23

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN - 21 N PARK ST. STE 6401 - MADISON, WI 53715	39-6006492	GOVT	200,000.	0.			CONSERVATION ASSISTANCE
CITIZENS FOR PENNSYLVANIA'S FUTURE 610 N 3RD STREET HARRISBURG, PA 17101	31-1607866	501(C)(3)	196,858.	0.			CONSERVATION ASSISTANCE
THE CENTER FOR AQUATIC SCIENCES 1 RIVERSIDE DR CAMDEN, NJ 08103	52-1647018	501(C)(3)	178,869.	0.			CONSERVATION ASSISTANCE
UNIVERSITY OF MARYLAND 7809 REGENTS DR, 3112 LEE BLDG COLLEGE PARK, MD 20742	52-6002033	GOVT	174,533.	0.			CONSERVATION ASSISTANCE
SANTA MONICA MOUNTAINS FUND 401 WEST HILLCREST DRIVE THOUSAND OAKS, CA 91360	95-4187832	501(C)(3)	169,959.	0.			CONSERVATION ASSISTANCE
CENTRO DE APOYO FAMILIAR 6801 KENILWORTH AVE. STE 201 RIVERDALE, MD 20737	26-0452137	501(C)(3)	150,407.	0.			CONSERVATION ASSISTANCE
MINNESOTA CONSERVATION FEDERATION PO BOX 16271 DULUTH, MN 55816	41-0808383	501(C)(3)	129,416.	0.			CONSERVATION ASSISTANCE
WILDLIFE INFORMATION CENTER DBA LEHIGH GAP NATURE CENTER - PO BOX 198 - SLATINGTON, PA 18080	22-2741693	501(C)(3)	121,509.	0.			CONSERVATION ASSISTANCE
LOUISIANA WILDLIFE FEDERATION PO BOX 65239 BATON ROUGE, LA 70896	72-0445638	501(C)(3)	117,249.	0.			CONSERVATION ASSISTANCE

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
TENNESSEE WILDLIFE FEDERATION 300 ORLANDO AVENUE NASHVILLE, TN 37209	62-6047188	501(C)(3)	114,896.	0.			CONSERVATION ASSISTANCE
DELAWARE NATURE SOCIETY PO BOX 700 HOCKESSIN, DE 19707	51-6018321	501(C)(3)	114,292.	0.			CONSERVATION ASSISTANCE
SOUTH BALTIMORE COMMUNITY LAND TRUST INC - 10 16TH AVE, #19762 - BALTIMORE, MD 21225	27-3253917	501(C)(3)	112,467.	0.			CONSERVATION ASSISTANCE
SUSSEX HEALTH & ENVIRONMENTAL NETWORK INC - 13386 MADISON AVE - SELBYVILLE, DE 19975	93-2648552	501(C)(3)	105,739.	0.			CONSERVATION ASSISTANCE
COLORADO WILDLIFE FEDERATION 303 E 17TH AVE STE 230 DENVER, CO 80203	84-0576376	501(C)(3)	104,631.	0.			CONSERVATION ASSISTANCE
PRAIRIE RIVERS NETWORK 1605 S STATE ST, STE 1 CHAMPAIGN, IL 61820	37-6085905	501(C)(3)	102,036.	0.			CONSERVATION ASSISTANCE
GAP INC COMMUNITY CHILD DEVELOPMENT CENTER - 209 UPSHUR ST NW - WASHINGTON, DC 20011	52-1265163	501(C)(3)	95,700.	0.			CONSERVATION ASSISTANCE
ARKANSAS WILDLIFE FEDERATION P.O. BOX 56380 LITTLE ROCK, AR 72215	71-6059226	501(C)(3)	94,316.	0.			CONSERVATION ASSISTANCE
WEST VIRGINIA RIVERS COALITION 3501 MACCORKLE AVE SE #129 CHARLESTON, WV 25304	52-1736621	501(C)(3)	92,263.	0.			CONSERVATION ASSISTANCE

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
INDIANA WILDLIFE FEDERATION 708 E. MICHIGAN ST INDIANAPOLIS, IN 46202	35-1058426	501(C)(3)	89,156.	0.			CONSERVATION ASSISTANCE
DISTRICT OF COLUMBIA GRASSROOTS EMPOWERMENT PROJECT INCORPORATED - 1419 V ST NW - WASHINGTON, DC 20009	27-2623232	501(C)(3)	87,778.	0.			CONSERVATION ASSISTANCE
TOOKANY/TACONY-FRANKFORD WATERSHED PARTNERSHIP - 4500 WORTH ST. 3RD FLOOR - PHILADELPHIA, PA 19124	75-3203091	501(C)(3)	87,203.	0.			CONSERVATION ASSISTANCE
MISSISSIPPI WILDLIFE FEDERATION 1900 DUNBARTON DR, SUITE J JACKSON, MS 39216	64-0509531	501(C)(3)	77,154.	0.			CONSERVATION ASSISTANCE
WORLD RESOURCES INSTITUTE 10 G STREET NE, STE 800 WASHINGTON, DC 20002	52-1257057	501(C)(3)	75,000.	0.			CONSERVATION ASSISTANCE
ARIZONA WILDLIFE FEDERATION PO BOX 1182 MESA, AZ 85211	86-0076994	501(C)(3)	73,691.	0.			CONSERVATION ASSISTANCE
WATERSHED INSTITUTE, INC. 31 TITUS MILL RD PENNINGTON, NJ 08534	21-0649717	501(C)(3)	66,665.	0.			CONSERVATION ASSISTANCE
WYOMING WILDLIFE FEDERATION PO BOX 1312 LANDER, WY 08252	23-7002578	501(C)(3)	66,466.	0.			CONSERVATION ASSISTANCE
RANGELAND WILD DBA WORKING CIRCLE 527 VIA PRESA SAN CLEMENTE, CA 92672	85-4017787	501(C)(3)	64,619.	0.			CONSERVATION ASSISTANCE

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
THE SCHUYLKILL CENTER FOR ENVIRONMENTAL EDUCATION - 8480 HAGY'S MILL RD - PHILADELPHIA, PA 19128	23-1654975	501(C)(3)	61,249.	0.			CONSERVATION ASSISTANCE
DATA FOR SOCIAL GOOD EDUCATION FUND - 815 16TH ST NW, SUITE 5080 - WASHINGTON, DC 20006	88-2963168	501(C)(3)	60,000.	0.			CONSERVATION ASSISTANCE
VIRGINIA CONSERVATION NETWORK 701 E FRANKLIN ST, STE 800 RICHMOND, VA 23219	51-0198762	501(C)(3)	58,508.	0.			CONSERVATION ASSISTANCE
MONTANA WILDLIFE FEDERATION P.O. BOX 1175 HELENA, MT 59624	81-0303948	501(C)(3)	57,841.	0.			CONSERVATION ASSISTANCE
NEW JERSEY AUDUBON SOCIETY 9 HARDSCRABBLE ROAD BERNARDSVILLE, NJ 07924	22-1539642	501(C)(3)	57,302.	0.			CONSERVATION ASSISTANCE
POCONO ENVIRONMENTAL EDUCATION CENTER - 538 EMERY RD - DINGMANS FERRY, PA 18328	23-2424742	501(C)(3)	56,298.	0.			CONSERVATION ASSISTANCE
UTAH WILDLIFE FEDERATION PO BOX 571066 SALT LAKE CITY, UT 84157	85-2304831	501(C)(3)	54,516.	0.			CONSERVATION ASSISTANCE
JASTECH DEVELOPMENT SERVICES, INC 6134 LANCASTER AVE PHILADELPHIA, PA 19151	23-2943764	501(C)(3)	50,000.	0.			CONSERVATION ASSISTANCE
HEALTHY GULF 935 GRAVIER ST, STE 700 NEW ORLEANS, LA 70112	72-1447742	501(C)(3)	50,000.	0.			CONSERVATION ASSISTANCE

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
HERITAGE CONSERVANCY 85 OLD DUBLIN PIKE DOYLESTOWN, PA 18901	23-6296515	501(C)(3)	47,580.	0.			CONSERVATION ASSISTANCE
JOHN BARTRAM ASSOCIATION 5400 LINDBERGH BLVD PHILADELPHIA, PA 19143	23-7393771	501(C)(3)	47,047.	0.			CONSERVATION ASSISTANCE
IDAHO WILDLIFE FEDERATION 1020 W MAIN ST, STE 450 BOISE, ID 83702	23-7039340	501(C)(3)	47,008.	0.			CONSERVATION ASSISTANCE
ENVIRONMENTAL ADVOCATES OF NEW YORK - 353 HAMILTON STREET - ALBANY, NY 12210	22-2360736	501(C)(3)	46,508.	0.			CONSERVATION ASSISTANCE
PCL FOUNDATION 1107 9TH ST. STE 901 SACRAMENTO, CA 95814	94-2190378	501(C)(3)	46,046.	0.			CONSERVATION ASSISTANCE
BERKS NATURE 575 ST BERNARDINE ST READING, PA 19607	23-1966295	501(C)(3)	45,996.	0.			CONSERVATION ASSISTANCE
COMMUNITY COLLEGE PARTNERS PROGRAM 300 LESTER MILL RD, STE 130 LOCUST GROVE, GA 30248	85-0494865	501(C)(3)	45,000.	0.			CONSERVATION ASSISTANCE
CONSERVATION COUNCIL FOR HAWAI'I P.O. BOX 2923 HONOLULU, HI 96802	99-0199211	501(C)(3)	43,916.	0.			CONSERVATION ASSISTANCE
CENTER FOR HEIRS PROPERTY PRESERVATION - 8570 RIVERS AVE, STE 170 - NORTH CHARLESTON, SC 29406	52-2452879	501(C)(3)	40,000.	0.			CONSERVATION ASSISTANCE

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BIRDSEED COLLECTIVE 5531 UMATILLA ST DENVER, CO 80221	47-4385936	501(C)(3)	39,000.	0.			CONSERVATION ASSISTANCE
CONSERVATION COALITION OF OKLAHOMA P.O. BOX 2571 OKLAHOMA CITY, OK 73101	61-1661052	501(C)(4)	38,171.	0.			CONSERVATION ASSISTANCE
SOUTHEAST ALASKA CONSERVATION COUNCIL - 2207 JORDAN AVE - JUNEAU, AK 99801	92-0062992	501(C)(3)	36,383.	0.			CONSERVATION ASSISTANCE
NEVADA WILDLIFE FEDERATION P.O. BOX 71238 RENO, NV 89570	23-7088184	501(C)(3)	35,583.	0.			CONSERVATION ASSISTANCE
LOWER NINTH WARD CENTER FOR SUSTAINABLE ENGAGEMENT & DEVELOPMENT - PO BOX 770407 - NEW ORLEANS, LA 70117	27-0185863	501(C)(3)	35,000.	0.			CONSERVATION ASSISTANCE
MASSACHUSETTS AUDUBON SOCIETY INC 208 SOUTH GREAT RD LINCOLN, MA 01773	04-2104702	501(C)(3)	35,000.	0.			CONSERVATION ASSISTANCE
MILWAUKEE WATER COMMONS, INC 1836 W FOND DU LAC AVE MILWAUKEE, WI 53205	83-2154946	501(C)(3)	34,712.	0.			CONSERVATION ASSISTANCE
MINNESOTA ENVIRONMENTAL PARTNERSHIP - 75 W 5TH ST, STE 318 - SAINT PAUL, MN 55102	41-1986433	501(C)(3)	33,280.	0.			CONSERVATION ASSISTANCE
AUDUBON NEW YORK 9 THURLOW TERRACE, STE 100 ALBANY, NY 12203	13-1624102	501(C)(3)	31,011.	0.			CONSERVATION ASSISTANCE

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (Schedule I (Form 990), Part II.)

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THE FOREST STEWARDS GUILD 2019 GALISTEO ST, STE N7 SANTA FE, NM 87505	85-0446866	501(C)(3)	30,000.	0.			CONSERVATION ASSISTANCE
THE BOARD OF TRUSTEES OF THE UNIVERSITY UNIVERSITY OF ILLINOIS - 506 S WRIGHT ST, 209 HAB, MC 339 - URBANA, IL 61801	37-6000511	501(C)(3)	30,000.	0.			CONSERVATION ASSISTANCE
ALLIANCE FOR AFFORDABLE ENERGY 4505 S CLAIBORNE AVE NEW ORLEANS, LA 70125	72-1057834	501(C)(3)	30,000.	0.			CONSERVATION ASSISTANCE
AMERICAN LITTORAL SOCIETY 18 HARTSHORNE DR, STE 1 HIGHLANDS, NJ 07732	22-1731073	501(C)(3)	30,000.	0.			CONSERVATION ASSISTANCE
BURNT LEATHER RANCH, INC 1247 STONERIDGE DR BOZEMAN, MT 59718	81-0406165	N/A	29,982.	0.			CONSERVATION ASSISTANCE
IOWA WILDLIFE FEDERATION 321 E. WALNUT ST, STE 305 DES MOINES, IA 50309	23-7326585	501(C)(3)	28,771.	0.			CONSERVATION ASSISTANCE
NORTH CAROLINA WILDLIFE FEDERATION 1024 WASHINGTON ST RALEIGH, NC 27605	56-1564376	501(C)(3)	28,476.	0.			CONSERVATION ASSISTANCE
STATE OF MD DBA MORGAN STATE UNIVERSITY - 1700 EAST COLD SPRING LANE - BALTIMORE, MD 21251	52-6002033	GOVT	27,967.	0.			CONSERVATION ASSISTANCE
NEW MEXICO WILDLIFE FEDERATION 3620 WYOMING BLVD NE, STE 222 ALBUQUERQUE, NM 87111	85-0160947	501(C)(3)	27,026.	0.			CONSERVATION ASSISTANCE

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MARYLAND LEAGUE OF CONSERVATION VOTERS EDUCATION FUND - 30 WEST ST, STE C - ANNAPOLIS, MD 21401	52-2210858	501(C)(3)	26,060.	0.			CONSERVATION ASSISTANCE
MICHIGAN LEAGUE OF CONSERVATION VOTERS INC - 340 BEAKES ST, STE 110 - ANN ARBOR, MI 48104	38-3481677	501(C)(4)	25,000.	0.			CONSERVATION ASSISTANCE
THE JUNCTION COALITION 419 JUNCTION AVE TOLEDO, OH 43607	81-1449842	501(C)(3)	25,000.	0.			CONSERVATION ASSISTANCE
GREENLATINOS PO BOX 60217 WASHINGTON, DC 20039	26-3386082	501(C)(3)	25,000.	0.			CONSERVATION ASSISTANCE
HEALTHY COMMUNITY RESOURCES & ADVOCACY - 1855 DUELS ST - NEW ORLEANS, LA 70119	82-4941170	501(C)(3)	25,000.	0.			CONSERVATION ASSISTANCE
LOUISIANA FOLKLORE SOCIETY 118 TECHE DRIVE LAYFAYETTE, LA 70503	72-1199128	501(C)(3)	25,000.	0.			CONSERVATION ASSISTANCE
OHIO ENVIRONMENTAL COUNCIL 1145 CHESAPEAKE AVE, STE I COLUMBUS, OH 43212	31-0805578	501(C)(3)	24,538.	0.			CONSERVATION ASSISTANCE
CLEAN WISCONSIN 634 W MAIN ST, #300 MADISON, WI 53703	39-1413448	501(C)(3)	24,478.	0.			CONSERVATION ASSISTANCE
THE SIERRA CLUB 2101 WEBSTER ST, STE 1300 OAKLAND, CA 94612	94-1153307	501(C)(4)	23,657.	0.			CONSERVATION ASSISTANCE

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ENVIRONMENTAL LEAGUE OF MASSACHUSETTS, INC - 15 COURT SQ, STE 1000 - BOSTON, MA 02108	04-2760271	501(C)(3)	23,630.	0.			CONSERVATION ASSISTANCE
NATIONAL AQUARIUM 501 E PRATT STREET BALTIMORE, MD 21202	52-1121163	501(C)(3)	23,171.	0.			CONSERVATION ASSISTANCE
FUND FOR THE WATER WORKS 640 WATER WORKS DR PHILADELPHIA, PA 19130	91-1882472	501(C)(3)	22,785.	0.			CONSERVATION ASSISTANCE
THE SEMILLA PROJECT PO BOX 37197 ALBURQUERQUE, NM 87176	86-3311049	501(C)(3)	22,500.	0.			CONSERVATION ASSISTANCE
MICHIGAN UNITED CONSERVATION CLUBS 2101 WOOD STREET LANSING, MI 48912	38-0831862	501(C)(3)	21,616.	0.			CONSERVATION ASSISTANCE
ENVIRONMENT COUNCIL OF RHODE ISLAND - PO BOX 9061 - PROVIDENCE, RI 02940	05-0401660	501(C)(3)	21,461.	0.			CONSERVATION ASSISTANCE
PONTCHARTRAIN CONSERVANCY PO BOX 6965 METAIRIE, LA 70009	72-1152784	501(C)(3)	20,000.	0.			CONSERVATION ASSISTANCE
COASTAL STATES STEWARDSHIP FOUNDATION - 50 F ST NW, STE 570 - WASHINGTON, DC 20001	20-2790697	501(C)(3)	20,000.	0.			CONSERVATION ASSISTANCE
THE SAND COUNTY FOUNDATION INC 44 EAST MIFFLIN ST, STE 1005 MADISON, WI 53703	39-6089450	501(C)(3)	20,000.	0.			CONSERVATION ASSISTANCE

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MAINE AUDUBON SOCIETY 20 GILSLAND FARM RD FALMOUTH, ME 04105	01-0248780	501(C)(3)	20,000.	0.			CONSERVATION ASSISTANCE
POWER A CLEAN FUTURE OHIO 1145 CHESAPEAKE AVE. STE 1 COLUMBUS, OH 43212	92-1653526	501(C)(3)	20,000.	0.			CONSERVATION ASSISTANCE
WEST HARLEM ENVIRONMENTAL ACTION INC - 1854 AMSTERDAM AVE - NEW YORK, NY 10031	13-3800068	501(C)(3)	18,500.	0.			CONSERVATION ASSISTANCE
CITIZENS CAMPAIGN FUND FOR THE ENVIRONMENT - 225 MAIN ST, STE 2 - FARMINGDALE, NY 11735	11-2983418	501(C)(3)	17,500.	0.			CONSERVATION ASSISTANCE
AMIGOS BRAVOS INC. PO BOX 238 TAOS, NM 87571	85-0363268	501(C)(3)	17,500.	0.			CONSERVATION ASSISTANCE
FRIENDS FOR THE ABBOTT MARSHLANDS INC - 157 WESTCOTT AVE - HAMILTON, NJ 08610	85-2224128	501(C)(3)	16,635.	0.			CONSERVATION ASSISTANCE
ACADIA SOIL & WATER CONSERVATION 2501 RICE CAPITAL PARKWAY CROWLEY, LA 70526	72-6009570	GOVT	15,262.	0.			CONSERVATION ASSISTANCE
COBBS CREEK COMMUNITY ENVIRONMENTAL EDUCATION CENTER - 700 COBBS CREEK PKWY - PHILADELPHIA, PA 19143	23-2705536	501(C)(3)	15,010.	0.			CONSERVATION ASSISTANCE
NEW JERSEY LEAGUE OF CONSERVATION VOTERS EDUCATION FUND - 1 N JOHNSTON AVE, STE A250 - HAMILTON, NJ 08609	45-2995824	501(C)(3)	15,000.	0.			CONSERVATION ASSISTANCE

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (Schedule I (Form 990), Part II.)

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ANIMALS FOR EDUCATION CRITTER CREEK WILDLIFE STATION - 36710 SAND CREEK RD - SQUAW VALLEY, VA 93675	77-0204523	501(C)(3)	15,000.	0.			CONSERVATION ASSISTANCE
CITY OF LITTLETON 2255 W BERRY AVE LITTLETON, CO 80120	84-6000688	GOVT	15,000.	0.			CONSERVATION ASSISTANCE
WILD SALMON CENTER 721 NW 9TH AVE PORTLAND, OR 97209	94-3166095	501(C)(3)	15,000.	0.			CONSERVATION ASSISTANCE
SAN JUAN CITIZENS ALLIANCE PO BOX 2461 DURANGO, CO 81302	84-1447465	501(C)(3)	15,000.	0.			CONSERVATION ASSISTANCE
FRIENDS OF HEINZ WILDLIFE REFUGE REFUGE AT TINICUM - PO BOX 333 - FOLCROFT, PA 19032	23-2889425	501(C)(3)	13,870.	0.			CONSERVATION ASSISTANCE
SOUTH CAROLINA WILDLIFE FEDERATION 455 ST ANDREWS RD, STE B1 COLUMBIA, SC 29210	57-0602549	501(C)(3)	13,736.	0.			CONSERVATION ASSISTANCE
TEXAS CONSERVATION ALLIANCE PO BOX 822554 DALLAS, TX 75382	23-7112618	501(C)(3)	13,201.	0.			CONSERVATION ASSISTANCE
NATURAL RESOURCES COUNCIL OF MAINE 3 WADE STREET AUGUSTA, ME 04330	01-0270690	501(C)(3)	13,006.	0.			CONSERVATION ASSISTANCE
NORTHEAST SOIL & WATER CONSERVATION DISTRICT - 616 RISER RD - WINNSBORO, LA 71295	32-0713108	GOVT	13,000.	0.			CONSERVATION ASSISTANCE

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34TH ST. WHOLISTIC GARDENS & EDUCATION CENTER - 45 HARDY COURT CTR, #129 - GULFPORT, MS 39507	81-2420081	501(C)(3)	13,000.	0.			CONSERVATION ASSISTANCE
WEST VIRGINIA STATE UNIVERSITY RESEARCH AND DEVELOPMENT CORPORATION - PO BOX 1000, 204 BYERS LG ADMIN BUILDING -	55-0708567	501(C)(3)	12,984.	0.			CONSERVATION ASSISTANCE
ORGANIZACION PRO AMBIENTE SUSTENTABLE INC - PO BOX 270440 - SAN JUAN, PR 00928	66-0672254	501(C)(3)	12,500.	0.			CONSERVATION ASSISTANCE
ENVIRONMENTAL LAW AND POLICY CENTER OF THE MIDWEST - 35 E WACKER DR, STE 1600 - CHICAGO, IL 60601	36-3866530	501(C)(3)	11,250.	0.			CONSERVATION ASSISTANCE
HUBITUAL LEARNING OUTREACH P.O. BOX 5014 WINDOW ROCK, AZ 86515	92-1219863	501(C)(3)	11,250.	0.			CONSERVATION ASSISTANCE
CONSERVATION NORTHWEST 1829 10TH AVE W, STE B SEATTLE, WA 98119	94-3091547	501(C)(3)	10,479.	0.			CONSERVATION ASSISTANCE
TROUT UNLIMITED, INC 1700 N. MOORE STREET, SUITE 2005 ARLINGTON, VA 22209	38-1612715	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
NEVADA BIGHORNS UNLIMITED, RENO PO BOX 21393 RENO, NV 89515	88-0180276	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
THE ADMINISTRATORS OF THE TULANE EDUCATIONAL FUND - 6823 ST CHARLES AVE - NEW ORLEANS, LA 70118	72-0423889	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE

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OTSEGO COUNTY CONSERVATION ASSOCIATION - PO BOX 931 - COOPERSTOWN, NY 13326	23-7250655	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
COLORADO TROUT UNLIMITED 1536 WYNKOOP ST, STE 320 DENVER, CO 80202	84-0628113	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
ALLIANCE FOR THE GREAT LAKES 150 N MICHIGAN AVE, STE 750 CHICAGO, IL 60601	23-7104524	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
SAN ANTONIO FOUNDATION FOR EXCELLENCE IN EDUCATION INC - 2411 SAN PEDRO AVE - SAN ANTONIO, TX 78212	74-2861587	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
DELAWARE RIVER CITY CORPORATION 3460 N DELAWARE AVE, #306 PHILADELPHIA, PA 19134	20-2231228	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
LITTLETON PUBLIC SCHOOLS FOUNDATION - 5776 S CROCKER ST - LITTLETON, CO 80120	84-1185005	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
RURAL ARIZONA ENGAGEMENT 381 W CENTRAL AVE COOLIDGE, AZ 85128	83-3114207	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
CONSERVATION COLORADO EDUCATION FUND - 303 E 17TH AVE, STE 400 - DENVER, CO 80203	84-0614285	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
TO NIZHONI ANI PO BOX 483 KYKOTSMOVI, AZ 86039	57-1153178	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE

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DESIGN WORKSHOP FOUNDATION 1390 LAWRENCE ST, STE 100 DENVER, CO 80204	68-0525655	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
SOUTHEASTERN LOUISIANA UNIVERSITY FOUNDATION - SLU BOX 10703, 408 WEST DAKOTA ST - HAMMOND, LA 70402	72-6028821	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
A PART OF EVERYTHING CDC DBA GREEN DOT COALITION - 2590 WALNUT STREET - DENVER, CO 80205	87-1274976	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
TETON RAPTOR CENTER P.O. BOX 1805 WILSON, WY 83014	83-0328068	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
SAVE THE DUNES CONSERVATION FUND, INC - 444 BARKER ROAD - MICHIGAN CITY, IN 46360	35-1915468	501(C)(3)	9,889.	0.			CONSERVATION ASSISTANCE
NEW JERSEY NATURAL LAND TRUST 501 E. STATE ST, P.O. BOX 420, MAIL CODE: 501-04 - TRENTON, NJ 08625	22-2631409	GOVT	9,490.	0.			CONSERVATION ASSISTANCE
UNIVERSITY OF NEW MEXICO 1 UNIVERSITY OF NEW MEXICO, MSC01 1 ALBUQUERQUE, NM 87131	85-6000642	GOVT	9,250.	0.			CONSERVATION ASSISTANCE
BACKYARD BASECAMP, INC 4706 MORAVIA RD BALTIMORE, MD 21206	84-3528011	501(C)(3)	9,239.	0.			CONSERVATION ASSISTANCE
INDEPENDENCE SEAPORT MUSEUM 211 S COLUMBUS BLVD PHILADELPHIA, PA 19106	23-1584971	501(C)(3)	8,705.	0.			CONSERVATION ASSISTANCE

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ENVIRONMENT TEXAS RESEARCH & POLICY CENTER, INC - 200 EAST 30TH ST - AUSTIN, TX 78703	56-2591697	501(C)(3)	8,000.	0.			CONSERVATION ASSISTANCE
MEDITATION MISSIONARY BAPTIST CHURCH - 5841 OREGON ST. - DETROIT, MI 48204	38-2293050	501(C)(3)	7,550.	0.			CONSERVATION ASSISTANCE
CONSERVATION VOTERS NEW MEXICO 121 SANDOVAL ST. #200 SANTA FE, NM 87501	20-0016255	501(C)(4)	7,500.	0.			CONSERVATION ASSISTANCE
BLACK CANYON CITY COMMUNITY ASSOCIATION INC. - PO BOX 33 - BLACK CANYON CITY, AZ 85324	86-0210468	501(C)(3)	7,500.	0.			CONSERVATION ASSISTANCE
THE SALVATION ARMY 30840 HAWTHORNE BLVD RANCHO PALOS VERDES, CA 90275	94-1156347	501(C)(3)	7,000.	0.			CONSERVATION ASSISTANCE
KANSAS WILDLIFE FEDERATION PO BOX 771282 WICHITA, KS 67277	48-0772452	501(C)(3)	6,971.	0.			CONSERVATION ASSISTANCE
NATIONAL RELIGIOUS PARTNERSHIP FOR THE ENVIRONMENT - 110 MARYLAND AVE NE, STE #203 - WASHINGTON, DC 20002	13-6996770	501(C)(3)	6,225.	0.			CONSERVATION ASSISTANCE
SIXTH BRANCH, INC 1400 GREENMOUNT AVE, STE F04 BALTIMORE, MD 21202	27-2516396	501(C)(3)	6,146.	0.			CONSERVATION ASSISTANCE
AUSTIN INDEPENDENT SCHOOL DISTRICT 1111 W 6TH ST, STE A370 AUSTIN, TX 78703	74-6000064	GOVT	6,048.	0.			CONSERVATION ASSISTANCE

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MONTANA FRESHWATER PARTNERS, INC PO BOX 338 LIVINGSTON, MT 59047	45-2804436	501(C)(3)	6,000.	0.			CONSERVATION ASSISTANCE
GEORGIA WILDLIFE FEDERATION 11600 HAZELBRAND RD COVINGTON, GA 30014	58-0676737	501(C)(3)	5,998.	0.			CONSERVATION ASSISTANCE
FLORIDA WILDLIFE FEDERATION PO BOX 6870 TALLAHASSEE, FL 32314	59-1398265	501(C)(3)	5,891.	0.			CONSERVATION ASSISTANCE
THE NATURE CONSERVANCY 4245 NORTH FAIRFAX DR., SUITE 100 ARLINGTON, VA 22203	53-0242652	501(C)(3)	5,860.	0.			CONSERVATION ASSISTANCE
AUDUBON SOCIETY OF NEW HAMPSHIRE 84 SILK FARM RD CONCORD, NH 03301	02-6005322	501(C)(3)	5,783.	0.			CONSERVATION ASSISTANCE
KENTUCKY WATERWAYS ALLIANCE 330 NORTH HUBBARDS LANE LOUISVILLE, KY 40207	61-1239766	501(C)(3)	5,736.	0.			CONSERVATION ASSISTANCE
FORT WORTH INDEPENDENT SCHOOL DISTRICT - 100 N. UNIVERSITY DR., STE NE 140-B - FORT WORTH, TX 76107	75-6001613	GOVT	5,250.	0.			CONSERVATION ASSISTANCE
NORTH DAKOTA WILDLIFE FEDERATION 1605 EAST CAPITOL AVE, STE 2, PO BO BISMARK, ND 58501	23-7071000	501(C)(3)	5,091.	0.			CONSERVATION ASSISTANCE
DELAWARE INTERFAITH POWER & LIGHT 179 REHOBOTH AVE, #1311 REHOBOTH BEACH, DE 19971	45-3593450	501(C)(3)	5,014.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

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 non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

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

PART I, LINE 2:

THE FEDERATION PROVIDES ORGANIZATIONAL SUPPORT THROUGHOUT THE YEAR IN THE FORM OF GRANTS AND AWARDS. THIS SUPPORT IS GIVEN TO BOTH ORGANIZATIONS AND INDIVIDUALS WHOSE WORK WILL FURTHER BENEFIT THE MISSION OF NATIONAL WILDLIFE FEDERATION'S CONSERVATION AND EDUCATION PROGRAMS. FOR GRANTS THAT ARE SUB-AWARDS AND WHERE THE ORIGINAL FUNDS WERE GRANTED TO NATIONAL WILDLIFE FEDERATION, WE REQUIRE THE AWARDEE TO REPORT TO NATIONAL WILDLIFE FEDERATION ON HOW THE FUNDS ARE USED. IN CASES WHERE IT IS NATIONAL WILDLIFE FEDERATION FUNDS THAT ARE GIVEN OUT AS A GRANT, IT SPECIFIES IN

Part IV Supplemental Information

ITS AWARD LETTER TO GRANTEES THE REPORTING REQUIREMENTS ON THE USE OF THE FUNDS AND IN SOME CASES RESERVES THE RIGHT TO EXAMINE THE RECORDS ASSOCIATED WITH THE AWARD.

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: NATIONAL WILDLIFE FEDERATION

Employer identification number: 53-0204616

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax indemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (such as 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, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?	2		
3	Indicate which, if any, of the following the 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		X
b	Participate in or receive payment from a supplemental nonqualified retirement plan?	4b	X	
c	Participate in or receive payment from an equity-based compensation arrangement?	4c		X
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only section 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		X
b	Any related organization?	5b		X
	If "Yes" on line 5a or 5b, describe in Part III.			
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		X
b	Any related organization?	6b		X
	If "Yes" on line 6a or 6b, describe in Part III.			
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III	7	X	
8	Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	8		X
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 aren't 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 and/or 1099-MISC and/or 1099-NEC 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
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) COLLIN O' MARA	(i)	550,958.	80,000.	388.	101,818.	23,435.	756,599.	0.
PRESIDENT & CEO	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) BENJAMIN P. KOTA	(i)	301,012.	0.	2,526.	43,054.	22,945.	369,537.	0.
SECRETARY & COO	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) MUSTAFA S. ALI	(i)	280,604.	0.	957.	5,704.	15,938.	303,203.	0.
EXECUTIVE VP CONSERVATION	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) THOMAS H. SELLERS	(i)	279,615.	0.	347.	19,573.	2,642.	302,177.	0.
CHIEF DEVELOPMENT OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) CHANTE F. COLEMAN	(i)	219,232.	0.	1,800.	38,262.	13,098.	272,392.	0.
VP EQUITY & JUSTICE	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) ISMAEL SAVADOGO	(i)	241,951.	15,000.	0.	11,351.	36.	268,338.	0.
TREASURER & CFO	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) ROBIN MARTIN	(i)	216,382.	0.	528.	11,315.	20,207.	248,432.	0.
SRVP OF PEOPLE	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) CAROLINE V. ITOH	(i)	224,141.	0.	1,578.	10,137.	9,178.	245,034.	0.
SRVP OPERATIONS & TECHNOLO	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) ELIZABETH M. BREAUX	(i)	183,709.	0.	252.	13,307.	22,381.	219,649.	0.
SENIOR VP FOR PHILANTHROPY	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) HEATHER DAVIS-MILLER	(i)	185,678.	2,000.	337.	13,939.	14,030.	215,984.	0.
VP STRATEGIC PARTNERSHIPS	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) SARAH LASKIN	(i)	183,774.	0.	1,597.	12,752.	9,182.	207,305.	0.
VP CONSERVATION PROGRAMS	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) ABIGAIL TINSLEY	(i)	179,204.	0.	691.	10,830.	9,502.	200,227.	0.
VP CONSERVATION POLICY	(ii)	0.	0.	0.	0.	0.	0.	0.
(13) KIMBERLY D. MARTINEZ	(i)	181,119.	0.	822.	13,269.	1,923.	197,133.	0.
VP NATIONAL EDUCATION & EN	(ii)	0.	0.	0.	0.	0.	0.	0.
(14) THOMAS E. CLUDERAY	(i)	176,330.	0.	212.	8,937.	6,883.	192,362.	0.
ASST SECRETARY & GENERAL COUNSEL	(ii)	0.	0.	0.	0.	0.	0.	0.
(15) ADRIENNE HOLLIS	(i)	179,699.	204.	750.	3,700.	6,973.	191,326.	0.
VP ENVIRONMENTAL JUSTICE	(ii)	0.	0.	0.	0.	0.	0.	0.
(16) RICHARD J. BROWN	(i)	158,232.	0.	910.	9,503.	21,463.	190,108.	0.
AVP PUBLISHING OPERATIONS	(ii)	0.	0.	0.	0.	0.	0.	0.

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 aren't 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 and/or 1099-MISC and/or 1099-NEC compensation (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
(17) SANDRA MIAO	(i)	152,521.	0.	1,152.	10,739.	14,099.	178,511.	0.
AVP MEMBERSHIP PROGRAMS	(ii)	0.	0.	0.	0.	0.	0.	0.
(18) TAMARA JOHNSON	(i)	146,656.	0.	1,350.	8,213.	8,167.	164,386.	0.
ASST TREASURER & CONTROLLER	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
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	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

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

PART I, LINE 4B:

THE FOLLOWING INDIVIDUALS PARTICIPATED IN A SUPPLEMENTAL NON-QUALIFIED RETIREMENT PLAN DURING THE CALENDAR YEAR ENDING DECEMBER 31, 2023:

- COLLIN O'MARA, PRESIDENT & CEO

PART I, LINE 7:

THE FOLLOWING INDIVIDUALS RECEIVED NON-FIXED DISCRETIONARY BONUSES DURING THE CALENDAR YEAR ENDING DECEMBER 31, 2023:

- ADRIENNE HOLLIS, VP ENVIRONMENTAL JUSTICE
- COLLIN O'MARA, PRESIDENT & CEO
- HEATHER DAVIS-MILLER, VP STRATEGIC PARTNERSHIPS
- ISMAEL SAVADOGO, TREASURER & CFO

SCHEDULE K (Form 990)
Department of the Treasury
Internal Revenue Service

Supplemental Information on Tax-Exempt Bonds

Complete if the organization answered "Yes" on Form 990, Part IV, line 24a. Provide descriptions, explanations, and any additional information in Part VI.
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: NATIONAL WILDLIFE FEDERATION

Employer identification number 53-0204616

Part I Bond Issues SEE PART VI FOR COLUMN (F) CONTINUATIONS

	(a) Issuer name	(b) Issuer EIN	(c) CUSIP #	(d) Date issued	(e) Issue price	(f) Description of purpose	(g) Defeased Yes	(g) Defeased No	(h) On behalf of issuer Yes	(h) On behalf of issuer No	(i) Pooled financing Yes	(i) Pooled financing No
A	FAIRFAX COUNTY ECONOMIC DEVELOPMENT AUTHORITY	91-1910090	30382EHG2	08/01/18	10106751.	REFINANCE BUILDING LOCATED	X		X		X	
B												
C												
D												

Part II Proceeds

		A	B	C	D
1	Amount of bonds retired	655,000.			
2	Amount of bonds legally defeased	9,571,751.			
3	Total proceeds of issue	10,106,751.			
4	Gross proceeds in reserve funds				
5	Capitalized interest from proceeds				
6	Proceeds in refunding escrows				
7	Issuance costs from proceeds	121,858.			
8	Credit enhancement from proceeds				
9	Working capital expenditures from proceeds				
10	Capital expenditures from proceeds				
11	Other spent proceeds				
12	Other unspent proceeds				
13	Year of substantial completion	2039			

		A Yes	A No	B Yes	B No	C Yes	C No	D Yes	D No
14	Were the bonds issued as part of a refunding issue of tax-exempt bonds (or, if issued prior to 2018, a current refunding issue)?		X						
15	Were the bonds issued as part of a refunding issue of taxable bonds (or, if issued prior to 2018, an advance refunding issue)?		X						
16	Has the final allocation of proceeds been made?	X							
17	Does the organization maintain adequate books and records to support the final allocation of proceeds?	X							

For Paperwork Reduction Act Notice, see the Instructions for Form 990. **Schedule K (Form 990) 2023**

LHA 332121 09-15-23

Part III Private Business Use

	A Yes	A No	B Yes	B No	C Yes	C No	D Yes	D No
1 Was the organization a partner in a partnership, or a member of an LLC, which owned property financed by tax-exempt bonds?		X						
2 Are there any lease arrangements that may result in private business use of bond-financed property?		X						
3a Are there any management or service contracts that may result in private business use of bond-financed property?		X						
b If "Yes" to line 3a, does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts relating to the financed property?								
c Are there any research agreements that may result in private business use of bond-financed property?		X						
d If "Yes" to line 3c, does the organization routinely engage bond counsel or other outside counsel to review any research agreements relating to the financed property?								
4 Enter the percentage of financed property used in a private business use by entities other than a section 501(c)(3) organization or a state or local government	%		%		%		%	
5 Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another section 501(c)(3) organization, or a state or local government	%		%		%		%	
6 Total of lines 4 and 5	%		%		%		%	
7 Does the bond issue meet the private security or payment test?		X						
8a Has there been a sale or disposition of any of the bond-financed property to a non-governmental person other than a 501(c)(3) organization since the bonds were issued?		X						
b If "Yes" to line 8a, enter the percentage of bond-financed property sold or disposed of	%		%		%		%	
c If "Yes" to line 8a, was any remedial action taken pursuant to Regulations sections 1.141-12 and 1.145-2?								
9 Has the organization established written procedures to ensure that all nonqualified bonds of the issue are remediated in accordance with the requirements under Regulations sections 1.141-12 and 1.145-2?	X							

Part IV Arbitrage

	A Yes	A No	B Yes	B No	C Yes	C No	D Yes	D No
1 Has the issuer filed Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate?		X						
2 If "No" to line 1, did the following apply?								
a Rebate not due yet?		X						
b Exception to rebate?	X							
c No rebate due?		X						
If "Yes" to line 2c, provide in Part VI the date the rebate computation was performed								
3 Is the bond issue a variable rate issue?		X						

Part IV Arbitrage *(continued)*

	A Yes	A No	B Yes	B No	C Yes	C No	D Yes	D No
4a Has the organization or the governmental issuer entered into a qualified hedge with respect to the bond issue?		X						
b Name of provider								
c Term of hedge								
d Was the hedge superintegrated?								
e Was the hedge terminated?								
5a Were gross proceeds invested in a guaranteed investment contract (GIC)?		X						
b Name of provider								
c Term of GIC								
d Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?								
6 Were any gross proceeds invested beyond an available temporary period?		X						
7 Has the organization established written procedures to monitor the requirements of section 148?	X							

Part V Procedures To Undertake Corrective Action

	A Yes	A No	B Yes	B No	C Yes	C No	D Yes	D No
Has the organization established written procedures to ensure that violations of federal tax requirements are timely identified and corrected through the voluntary closing agreement program if self-remediation isn't available under applicable regulations?	X							

Part VI Supplemental Information. Provide additional information for responses to questions on Schedule K. See instructions.

SCHEDULE K, PART I, BOND ISSUES:
(A) ISSUER NAME: FAIRFAX COUNTY ECONOMIC DEVELOPMENT AUTHORITY
(F) DESCRIPTION OF PURPOSE:
REFINANCE BUILDING LOCATED @ 11100 WILDLIFE CENTER DRIVE, RESTON, VA 20190

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 instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization: NATIONAL WILDLIFE FEDERATION

Employer identification number: 53-0204616

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	36	6,352,397.	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 V, Donee Acknowledgement ... 29

			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 3 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		X
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	X	
32a	Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a		X
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.

SCHEDULE M, PART I, COLUMN (B):

THE NUMBERS IN COLUMN A REPRESENT THE NUMBER OF CONTRIBUTIONS.

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 Form 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	Employer identification number
NATIONAL WILDLIFE FEDERATION	53-0204616

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

AT A TIME WHEN A NATIONAL VOICE FOR CONSERVATION WAS LACKING, THE NATIONAL WILDLIFE FEDERATION FORMED IN 1936 TO ADVOCATE FOR WILDLIFE CONSERVATION AS ONE BODY, ONE FEDERATION, TO SUPPORT CONSERVATION. THE NATIONAL WILDLIFE FEDERATION HAS WORKED SINCE THEN, IN PARTNERSHIP WITH ITS 52 STATE AND TERRITORIAL AFFILIATES, TO ADVANCE ITS MISSION TO UNITE AMERICANS TO ENSURE THAT WILDLIFE THRIVES IN A RAPIDLY CHANGING WORLD.

WE BELIEVE THAT TO SAVE WILDLIFE AND OURSELVES, WE NEED TO ENSURE THAT EVERYONE IN AMERICA HAS CLEAN AIR AND WATER, SAFE COMMUNITIES, EASY AND EQUITABLE ACCESS TO THE DAILY BENEFITS OF NATURE, AND PROTECTION FROM THE RAVAGES OF CLIMATE CHANGE. THESE BASIC NEEDS, EQUALLY NECESSARY AND URGENT FOR ALL PEOPLE, ARE FOUNDATIONAL TO BRINGING THE CONSERVATION MOVEMENT AND ETHOS INTO THE 21ST CENTURY.

THE NATIONAL WILDLIFE FEDERATION COMMITS TO ACHIEVE ITS MISSION AND STRATEGIC PLAN AND ADDRESS THE IMMENSE AND INTERCONNECTED WILDLIFE, CLIMATE, AND ENVIRONMENTAL JUSTICE CRISES BY 2030.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

DOES. AND WHEN WILDLIFE THRIVE, IT IMPROVES THE QUALITY OF LIFE AND ECONOMIC OPPORTUNITIES FOR PEOPLE AND HELPS RESTORE THE ENVIRONMENT. OUR PROGRAMS DEVELOP, PROMOTE, AND ENACT SCIENCE-BASED SOLUTIONS TO HELP WILDLIFE AND PEOPLE ADAPT AND THRIVE IN A RAPIDLY CHANGING WORLD.

Name of the organization: NATIONAL WILDLIFE FEDERATION

Employer identification number: 53-0204616

WILDLIFE RECOVERY AND HABITAT RESTORATION

RESTORING GRIZZLY BEARS IN THE NORTH CASCADE MOUNTAINS: GRIZZLIES ARE INTEGRAL TO A HEALTHY FOREST AND MOUNTAIN HABITAT. AN ESTIMATED 50,000 GRIZZLIES ONCE ROAMED THE LOWER 48, NOW THERE ARE FEWER THAN 2,000. NWF HAS LONG ADVOCATED FOR ACTION TO ENSURE GRIZZLIES HAVE ROOM TO ROAM AND CAN SAFELY COEXIST WITH HUMANS, INCLUDING IN THE NORTH CASCADES MOUNTAIN RANGE (LOCATED IN NORTHWEST WASHINGTON) WHERE OUR WASHINGTON AFFILIATE CONSERVATION NORTHWEST IS A LEADING ADVOCATE FOR THE GREAT BEAR'S RETURN. IN MARCH, THE DEPARTMENT OF INTERIOR COMPLETED ITS ENVIRONMENTAL IMPACT STATEMENT AND IDENTIFIED A PREFERRED PLAN TO RESTORE GRIZZLY BEARS TO THE NORTH CASCADES, ONE OF SIX FEDERALLY DESIGNATED GRIZZLY BEAR RECOVERY ZONES. THE DEPARTMENT'S STUDY AND RECOMMENDATIONS SET THE STAGE FOR AN AMERICAN CONSERVATION SUCCESS STORY.

KEEPING INVASIVE CARP FROM THE GREAT LAKES: INVASIVE SPECIES ARE A PERSISTENT PROBLEM COSTING THE U.S. ECONOMY BILLIONS OF DOLLARS ANNUALLY. IN THE GREAT LAKES REGION ALONE, SHIP-BORNE INVASIVE SPECIES COST AN AVERAGE OF $138 MILLION EVERY YEAR. THE BRANDON ROAD PROJECT IS DESIGNED TO RELIEVE SOME OF THIS BURDEN BY REDUCING THE SPREAD OF INVASIVE CARP. NWF WORKED WITH STATE AND LOCAL GOVERNMENTS AND ENVIRONMENTAL GROUPS TO GET THE BRANDON ROAD PROJECT PARTNERSHIP AGREEMENT SIGNED. THE PROJECT FUNDS STRUCTURAL CHANGES TO THE BRANDON ROAD LOCK AND DAM IN ILLINOIS THAT WILL PREVENT THE UPSTREAM MIGRATION OF INVASIVE CARP INTO THE GREAT LAKES.

RESTORING RIPARIAN HABITAT AND REDUCING HUMAN-BEAVER CONFLICT: THE

HEALTH AND VIABILITY OF WESTERN WATER RESOURCES ARE CRITICAL TO THE SUCCESS AND SURVIVAL OF BOTH WILDLIFE AND LOCAL COMMUNITIES. NATURE-BASED SOLUTIONS, IMPLEMENTED AT SCALE, PROVIDE AN UNRIVALED OPPORTUNITY TO PROTECT AND RESTORE THESE PRECIOUS RESOURCES. INSPIRED BY BEAVERS, THE WESTERN WATER TEAM DEPLOYED BEAVER DAM ANALOGS AND FACILITATED BEAVER RESTORATION, AS PRACTICAL, NATURE-BASED APPROACHES TO MITIGATE THE RISK OF CLIMATE CHANGE AND ENHANCE AQUATIC HABITAT. IN 2024, THE TEAM RESOLVED 64 HUMAN-BEAVER CONFLICTS, COMPLETED 25 CONFLICT RESOLUTION PROJECTS, AND RESTORED OVER 180 ACRES OF RIPARIAN HABITAT ACROSS MONTANA. THEY ALSO WORKED WITH AFFILIATES AND OTHER PARTNERS ACROSS THE WEST TO BUILD SUPPORT FOR THESE EFFORTS AND THEIR ENABLING POLICIES.

SAVING SPECIES ON COLLEGE CAMPUSES: THROUGH SUPPORT FROM MUTUAL OF OMAHA'S WILD KINGDOM, NWF PROVIDED SEVEN GRANTS TO COLLEGES AND UNIVERSITIES THAT SHOWCASE AND FUND INNOVATIVE AND SOLUTIONS-BASED PROGRAMS THAT HELP PROTECT THREATENED AND ENDANGERED WILDLIFE, INCLUDING THE NORTHERN LONG-EARED BAT, HINE'S EMERALD DRAGONFLY, THE GOPHER TORTOISE, AND THEIR HABITATS. THE SCHOOLS ARE: BELLEVUE COLLEGE IN WASHINGTON STATE; JOLIET JUNIOR COLLEGE IN ILLINOIS; ROANOKE COLLEGE IN VIRGINIA; UNIVERSITY OF MONTANA; UNIVERSITY OF NEBRASKA OMAHA; UNIVERSITY OF WEST ALABAMA; AND THE UNIVERSITY OF WISCONSIN EAU CLAIRE.

CONNECTING HABITAT FOR WILDLIFE: THE CALIFORNIA REGION'S FLAGSHIP PROJECT, THE WALLIS ANNENBERG WILDLIFE CROSSING, WHICH WILL BE THE LARGEST OF ITS KIND IN THE WORLD ONCE COMPLETED, SAW MAJOR PROGRESS IN THE SUMMER OF 2024 WITH THE INSTALLATION OF 82 GIRDERS AND THE

COMPLETION OF THE BRIDGE STRUCTURE OVER THE 101 FREEWAY. THE FEDERATION ALSO HELPED TO FOUND AND LAUNCH CALIFORNIA WILDLIFE RECONNECTED, A COLLABORATION WITH THE GOVERNOR OF CALIFORNIA, CALTRANS, AND THE CALIFORNIA NATURAL RESOURCES AGENCY, AND HOSTED THE CONNECTIONS IN CONSERVATION CONNECTIVITY WORKSHOP IN PARTNERSHIP WITH OFFICIALS FROM FLORIDA AND TEXAS.

RESTORING THE CHESAPEAKE BAY: THE CHOOSE CLEAN WATER COALITION, HOSTED BY THE FEDERATION, HAS MADE MAJOR CONTRIBUTIONS TO THE CHESAPEAKE BAY RESTORATION EFFORT. THE CHESAPEAKE WATERSHED AGREEMENT SET 2025 AS THE DEADLINE FOR FINALIZING ALL POLLUTION-REDUCTION PRACTICES THROUGHOUT THE WATERSHED. OUR COALITION DIRECTOR HAS BEEN AT THE CENTER OF CONVERSATIONS FOCUSED ON WHAT LIES BEYOND 2025. AT OUR ANNUAL CONFERENCE, THE BEYOND 2025 COMMITTEE RELEASED ITS INITIAL PLAN AND GATHERED FEEDBACK IN REAL-TIME. OUR LETTER DETAILING RECOMMENDATIONS FOR THE PROPOSED PLAN WAS CO-SIGNED BY 131 OF OUR PARTNERS. FINALLY, WE COORDINATED AN OP-ED CAMPAIGN AMONG ORGANIZATIONS, PARTNERS, AND BUSINESSES IN SUPPORT OF THE RESTORATION.

RESTORING CENTURIES-OLD WILDLIFE PASSAGES IN MONTANA: MIGRATORY SPECIES SUCH AS PRONGHORN, MULE DEER, MOOSE, AND ELK RELY ON THE ECOLOGICALLY DIVERSE AND EXPANSIVE LANDSCAPE IN THE SAGEBRUSH BIOME OF THE HIGH DIVIDE. ANCIENT MIGRATORY ROUTES OF THESE ICONIC SPECIES ARE OFTEN THREATENED BY FENCING, IMPEDING MOVEMENT AND FRAGMENTING HABITAT ALONG THEIR JOURNEY. WORKING WITH VOLUNTEERS, LANDOWNERS, AND STATE AND FEDERAL AGENCIES, WE REMOVED OR CONVERTED 33 MILES OF FENCES TO ALLOW PRONGHORN AND OTHER SPECIES TO FREELY MOVE ACROSS THE RUGGED LANDSCAPE OF SOUTHWEST MONTANA. THIS BRINGS OUR TOTAL TO OVER 50 MILES OF FENCE

CONVERSIONS SINCE THE PROGRAM BEGAN IN 2021. OUR TEAM LEVERAGES RESOURCES TO ACCELERATE THE PACE AND SCALE OF HABITAT RESTORATION ACROSS LAND OWNERSHIPS, TRANSFORMING THIS WILD, RURAL CORNER OF MONTANA INTO A PLACE WHERE PEOPLE AND WILDLIFE THRIVE.

PROTECTING SEA TURTLE HATCHLINGS: BRIGHTLY LIT BEACHES AND PARKING LOTS POSE RISKS BOTH TO NESTING SEA TURTLES AND THEIR HATCHLINGS, WHO ARE INSTINCTUALLY COMPELLED TOWARDS LIGHT SOURCES. SEA TURTLE LIGHTING ORDINANCES IN FLORIDA FOCUS ON REDUCING HUMAN LIGHT POLLUTION SEASONALLY ALONG THE STATE'S NESTING BEACHES. NWF, IN PARTNERSHIP WITH THE SEA TURTLE CONSERVANCY (STC), HAS ENGAGED IN A MULTI-YEAR CAMPAIGN TO ENSURE SEA TURTLE HATCHLINGS HAVE A FIGHTING CHANCE. IN THE LAST YEAR, WE HAVE HAD TWO MAJOR SUCCESSES IN PASSING MODEL ORDINANCES IN TWO FLORIDA COUNTIES. BY USING PROPER BULBS, SHIELDING, ARCHITECTURE, AND LIGHTING, COMMUNITIES CAN ENJOY WILDLIFE-FRIENDLY NIGHT SKIES AND ENSURE SAFER CONDITIONS FOR SEA TURTLE HATCHLINGS FOR FUTURE GENERATIONS.

PROTECTING HORSESHOE CRABS: AS A PROUD MEMBER OF THE HORSESHOE CRAB RECOVERY COALITION (HCRC)'S CORE TEAM, NWF AND THE COALITION ACHIEVED A MAJOR MILESTONE IN 2024. AFTER EXTENSIVE ADVOCACY WORK URGING THE PHARMACEUTICAL INDUSTRY TO CEASE BLEEDING HORSESHOE CRABS AND ADOPT ALTERNATIVES, THE UNITED STATES PHARMACOPEIA (USP) APPROVED CHAPTER 86. THIS NEW STANDARD RECOGNIZES SYNTHETIC ALTERNATIVES TO HORSESHOE CRAB BLOOD FOR MEDICAL TESTING. THIS IS A CRUCIAL DEVELOPMENT, AS NEARLY 97,000 CRABSOR ABOUT 15%DIE FROM THE BLEEDING PROCESS EACH YEAR (WITH SOME ESTIMATES SUGGESTING THE RATE COULD BE CLOSER TO 30%). THIS PROGRESS IS PARTICULARLY TIMELY, AS BIOMEDICAL USE OF HORSESHOE CRAB

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BLOOD IS AT AN ALL-TIME HIGH, WITH AN ESTIMATED ONE MILLION CRABS BLED ANNUALLY.

CLIMATE SOLUTIONS AND CLEAN ENERGY

SUPPORTING NATURE-BASED SOLUTIONS IN THE QUAD CITIES: IN APRIL, NWF AND OUR ILLINOIS AFFILIATE, PRAIRIE RIVERS NETWORK (PRN), PUBLISHED A CLIMATE VULNERABILITY ASSESSMENT FOR THE QUAD CITIES, A FAMILY OF COMMUNITIES IN IOWA AND ILLINOIS THAT STRADDLE THE MISSISSIPPI RIVER WHERE THE RIVER FLOWS EAST TO WEST. THE ASSESSMENT FOUND THAT THE "NEW NORMAL" FOR THE REGION WILL INCLUDE INCREASED FLOODING AND EXTENDED HEATWAVES. THE ASSESSMENT RECOMMENDS NATURE-BASED SOLUTIONS TO HELP ADDRESS THESE PROBLEMS, SUCH AS CREATING NATURAL SPACES WITHIN THE CITY THAT CAN HELP KEEP TEMPERATURES FROM SOARING WHILE ABSORBING STORM RUNOFF. NWF AND PRN ARE USING THE FINDINGS TO WORK WITH RESIDENTS, GRASSROOTS ORGANIZATIONS, AND LOCAL LEADERS TO HELP IDENTIFY AND IMPLEMENT NATURE-BASED SOLUTIONS WITH COMMUNITY SUPPORT.

PART III, LINE 4A CONTINUED:

CLIMATE-SMART SOLUTIONS IN LONGLEAF PINE FORESTS: LONGLEAF PINE FORESTS ARE ONE OF THE MOST ENDANGERED ECOSYSTEMS IN NORTH AMERICA, AND MORE THAN 20 FEDERALLY THREATENED AND ENDANGERED SPECIES ARE ASSOCIATED WITH IT. OUR SOUTHEAST FORESTRY PROGRAM SECURED A $2 MILLION GRANT FROM THE U.S. FOREST SERVICE, USED IN PART TO SUPPORT THE "LONGLEAF FOR ALL" LANDOWNER MENTORSHIP PROGRAM, WHICH EMPOWERS LANDOWNERS TO SUSTAINABLY MANAGE FORESTED LAND AND HAVE ACCESS TO EMERGING CLIMATE-SMART MARKETS. MR. HERBERT HODGES, THE FIRST MENTOR IN THE PROGRAM, IS BEING RECOGNIZED AS THE 2024 CONSERVATIONIST OF THE YEAR BY GEORGIA

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ASSOCIATION OF CONSERVATION DISTRICTS AND THE U.S. DEPARTMENT OF AGRICULTURE'S NATURAL RESOURCES CONSERVATION SERVICE.

SUPPORTING NATURE-BASED SOLUTIONS IN GALVESTON, TX: RESIDENTS OF THE LOW-LYING GALVESTON BARRIER ISLAND IN TEXAS ARE INCREASINGLY VULNERABLE TO ACCELERATING SEA LEVEL RISE AND EXTREME WEATHER EVENTS. NWF CREATED A COMPREHENSIVE REPORT REVEALING THE LATEST PROJECTIONS ON CLIMATE CHANGE-RELATED RISKS INCLUDING THEIR SOCIO-ECONOMIC AND ENVIRONMENTAL IMPACTS AND IDENTIFYING POTENTIAL ADAPTATION STRATEGIES. GALVESTON WILL BE PROVING GROUND FOR CLIMATE RESILIENCE; THIS REPORT PROVIDES LOCAL LEADERS WITH ACTIONABLE STEPS FORWARD.

ENVIRONMENTAL JUSTICE AND RESILIENT COMMUNITIES

ENSURING LOCAL INPUT INTO WATER QUALITY DECISIONS: WATER IS ESSENTIAL FOR LIFE AND THE ECONOMY. NWF ADVOCATED FOR A NEWLY REVISED RULE BY THE ENVIRONMENTAL PROTECTION AGENCY THAT RESTORES THE RIGHTS OF STATES AND INDIGENOUS TRIBES TO PROTECT THEIR WATERWAYS. THE EPA RULE, FINALIZED IN LATE 2023, FULLY ENABLES STATES AND TRIBES TO REVIEW FEDERAL PERMITS FOR PROJECTS SUCH AS DAMS, PIPELINES, AND MINES TO ENSURE WATER QUALITY IS PROTECTED. LOCAL INPUT WILL SAFEGUARD THE WATERS IN MANY WAYS, INCLUDING PROTECTING FISH MIGRATION, ENSURING CLEAN DRINKING WATER, AND ALLOWING RECREATIONAL ACCESS.

SUPPORTING COMMUNITY PARTNERS: NWF INCREASED ENGAGEMENT WITH OUR ENVIRONMENTAL JUSTICE PARTNERS, AIDING THEM IN SECURING CLEAN WATER AND AIR. IN HAWAI'I, THE KEAUKAHA ACTION NETWORK WILL USE THESE FUNDS TO ADDRESS HAZARDOUS WASTE EXPOSURE IN HILO. IN COLORADO, WE HELPED

SPONSOR THE SIGNATURE FUNDRAISING EVENT FOR ENVIRONMENTAL LEARNING FOR KIDS, AN ORGANIZATION DEDICATED TO PROVIDING OUTDOOR EXPERIENCES TO YOUTH AND ENCOURAGING ENVIRONMENTAL LEADERSHIP. IN SOUTH CAROLINA, WE SUPPORTED NEW ALPHA CDC IN THEIR EFFORTS TO PROVIDE LARGE EMERGENCY KITS TO COMMUNITIES DEVASTATED BY WEATHER EVENTS IN GEORGIA, TEXAS, FLORIDA, AND ILLINOIS. WE ALSO CONTRACTED WITH NEW ALPHA CDC TO ASSIST US IN DETERMINING ITEMS NEEDED IN A SMALLER "GRAB AND GO" EVACUATION KIT FOR USE DURING EXTREME WEATHER EVENTS.

PROTECTING COMMUNITIES FROM FOREVER CHEMICALS: A MULTI-YEAR CAMPAIGN TO RAISE AWARENESS ABOUT THE DANGERS OF PFAS (ALSO KNOWN AS "FOREVER CHEMICALS" TO REFLECT THE SEVERITY OF THEIR LONG-TERM EFFECTS) CULMINATED IN A BIG WIN THIS YEAR. THE WATER TEAM EDUCATED MEMBERS OF CONGRESS ABOUT THE DANGERS THESE TOXIC CHEMICALS POSE AND ENCOURAGED THE EPA TO MOVE SWIFTLY TO DESIGNATE THEM AS HAZARDOUS. THE ACTION FUND AND THE GREAT LAKES REGIONAL CENTER BOTH CONDUCTED EMAIL CAMPAIGNS THAT TOGETHER GENERATED OVER 30,000 PUBLIC COMMENTS ON THE PROPOSED EPA RULES. WITH NEW RULES ISSUED BY THE EPA AND THE CRITICAL DESIGNATION OF THESE PARTICLES AS HAZARDOUS, COMMUNITIES CONTAMINATED BY THESE SUBSTANCES CAN NOW SEEK CLEAN UP AND RESTORATION.

BUILDING CONSERVATION CAPACITY

NWF AFFILIATE GRANTS: THE FEDERATION SHARES SIMILAR GOALS WITH OTHER CONSERVATION ORGANIZATIONS. OUR AFFILIATE CAPACITY GRANTS INVEST IN THESE CRITICAL PARTNERS, ALLOWING THEM TO EXPAND THEIR ORGANIZATIONS TO WORK EFFECTIVELY ON CAMPAIGNS THAT PROTECT THE PLANET, PEOPLE, AND WILDLIFE. THE AFFILIATES ADDRESS CRITICAL CONSERVATION PRIORITIES

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WITHIN THEIR STATES AND ADD LOCAL PERSPECTIVE TO FEDERAL ENVIRONMENTAL POLICY. THE 2024 GRANTS WERE GIVEN TO ARKANSAS WILDLIFE FEDERATION, CONSERVATION COALITION OF OKLAHOMA, ENVIRONMENT COUNCIL OF RHODE ISLAND, CONSERVATION COUNCIL FOR HAWAI'I, UTAH WILDLIFE FEDERATION, NEVADA WILDLIFE FEDERATION, MINNESOTA CONSERVATION FEDERATION AND OHIO CONSERVATION FEDERATION. THE HOPE IS THAT EACH ORGANIZATION CAN SUSTAIN ITS GROWTH PATH EVEN AFTER THE GRANT ENDS.

SUPPORTING STATE-LEVEL POLICY CAPACITY: THE FEDERATION'S NATIONAL FUNDING MODEL HAS BEEN A GAME-CHANGER FOR SMALLER STATE CONSERVATION ORGANIZATIONS AND AFFILIATES. BY PROVIDING FLEXIBLE, HIGH-IMPACT FUNDING TO STATE PARTNERS, ALONG WITH TWO REGIONAL WATER COALITIONS, WE HAVE ENHANCED OUR COLLECTIVE PUBLIC EDUCATION AND ORGANIZATIONAL CAPACITY, DEEPENED ENGAGEMENT WITH KEY CONSTITUENCIES AND DECISION-MAKERS, AND POSITIONED OURSELVES TO BETTER ADVOCATE FOR SUSTAINABLE AGRICULTURE, CLEAN WATER PROTECTIONS, NATURE-BASED CLIMATE SOLUTIONS, AND OTHER CONSERVATION PRIORITIES.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:

BROUGHT TOGETHER HIGH SCHOOL EDUCATORS AND COMMUNITY MEMBERS. THE PROGRAM'S IMPACT CAN BE SEEN IN THE HUNDREDS OF HOURS YOUTH HAVE SPENT EXPLORING, RECREATING, AND SERVING IN STATE PARKS, NATIONAL PARK SERVICE PROPERTIES, USDA FOREST SERVICE LANDS, URBAN FORESTS, AND NATURE CENTERS.

EXPANDING EARLY OUTDOOR LEARNING: THE GOAL OF THE EARLY CHILDHOOD HEALTH OUTDOORS (ECHO) INITIATIVE IS TO ENSURE ALL YOUNG CHILDREN HAVE

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ACCESS TO HEALTHY OUTDOOR PLAY AND LEARNING. ECHO RELIES ON COLLEAGUES AND AFFILIATES TO BETTER INCORPORATE LOCAL CONTEXTS AND COMMUNITY PERSPECTIVES TO BRING AUTHENTIC VALUE TO LOCAL PROJECTS. ECHO AND SACRED GROUNDS COLLABORATED TO PROVIDE ASSISTANCE TO A VARIETY OF ORGANIZATIONS IN DETROIT IN BUILDING NATURE-BASED, RESILIENT OUTDOOR SPACES FOR THEIR COMMUNITIES. IN ADDITION, THE ECHO TEAM WORKED CLOSELY WITH THE SOUTH CAROLINA WILDLIFE FEDERATION TO BUILD THE FOUNDATION FOR GROW OUTDOORS SC, A FIVE-YEAR PARTNERSHIP WITH THE STATE TO SUPPORT QUALITY OUTDOOR LEARNING FOR YOUNG CHILDREN.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:

OF PEOPLE CAN READ INFORMATIVE FEATURE ARTICLES ABOUT WILDLIFE AND WILDLIFE CONSERVATION, THE LATEST ENVIRONMENTAL NEWS AND SUCCESS STORIES FROM NWF AND AROUND THE NATION.

THE RICH HISTORY OF NATIONAL WILDLIFE WEEK DATES ALL THE WAY BACK TO ITS FIRST CELEBRATION IN 1938. AS OUR LONGEST-RUNNING EDUCATION PROGRAM, NATIONAL WILDLIFE WEEK ENGAGES MILLIONS OF PARTICIPANTS. THE BROAD RANGE OF EDUCATIONAL ACTIVITIES INCREASES AWARENESS AND PROMOTES THE CONSERVATION OF NORTH AMERICA'S MOST AT-RISK WILDLIFE AND HABITATS.

THE NATIONAL WILDLIFE FEDERATION'S GREEN HOUR PROVIDES TIPS AND ACTIVITIES TO GET KIDS AND FAMILIES OUTSIDE IN NATURE EVERY DAY. WE ENCOURAGE KIDS, PARENTS, GRANDPARENTS, EDUCATORS, AND CAREGIVERS AT HOME, SCHOOLS, CHILDCARE CENTERS, PARK AGENCIES, CAMPS, AND MORE TO ADOPT A GOAL OF AN HOUR PER DAY OF TIME FOR CHILDREN TO PLAY AND LEARN OUTDOORS IN NATURE.

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OUR EVERY CHILD HEALTHY OUTDOORS INITIATIVE SUPPORTS HOME-BASED EDUCATORS TO CHILDCARE CENTERS, TO PROVIDE PROFESSIONAL DEVELOPMENT AND PASS-THROUGH FUNDING TO 78 CHILDCARE PROGRAMS AND EDUCATORS. THE WORK IS EXPANDING ACROSS THE COUNTRY, HELPING COMMUNITIES IN MICHIGAN, TEXAS, NEW MEXICO, SOUTH CAROLINA AND WASHINGTON, D.C., WITH OUTDOOR PLAY AND LEARNING EXPERIENCES FOR YOUNG CHILDREN.

FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES:

AUSTRALIA, AUSTRIA, BELGIUM, BERMUDA,
CANADA, CHINA, DENMARK, FINLAND,
FRANCE, GERMANY, HONG KONG, IRELAND,
ISRAEL, ITALY, JAPAN, NETHERLANDS,
NEW ZEALAND, NORWAY, PORTUGAL, SINGAPORE,
SPAIN, SWEDEN, SWITZERLAND, TAIWAN,
UNITED KINGDOM

FORM 990, PART VI, SECTION A, LINE 6:

THE FEDERATION'S STATE AND TERRITORIAL AUTONOMOUS AND UNRELATED ENTITIES ARE MEMBERS OF THE FEDERATION.

FORM 990, PART VI, SECTION A, LINE 7A:

AFFILIATE REPRESENTATIVES ELECT THE MAJORITY OF THE BOARD OF DIRECTORS OF THE FEDERATION.

FORM 990, PART VI, SECTION B, LINE 11B:

THE FEDERATION'S FINANCE DEPARTMENT COMPILES DATA AND SCHEDULES FOR THE IRS FORM 990 FROM AUDITED FINANCIAL STATEMENTS. CBIZ ADVISORS, LLC PREPARES AND REVIEWS THE RETURN. THE FEDERATION'S BOARD MEMBERS ARE PROVIDED WITH A

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DRAFT COPY OF THE 990 RETURN. THE FEDERATION'S AUDIT COMMITTEE MEETING IS HELD WHERE THE FULL BOARD IS INVITED TO PARTICIPATE IN DISCUSSING THE 990 PRIOR TO FILING. THE FEDERATION'S FINANCE STAFF, GENERAL COUNSEL, AND THE CBIZ TAX MANAGING DIRECTOR ADDRESS AND ANSWER ANY QUESTIONS THAT THE BOARD MAY HAVE.

FORM 990, PART VI, SECTION B, LINE 12C:

OFFICERS, DIRECTORS, TRUSTEES, AND EMPLOYEES ARE REQUIRED TO DISCLOSE ANY POTENTIAL ISSUES THAT MAY CAUSE A CONFLICT. GENERAL COUNSEL AND HUMAN RESOURCES COMMUNICATE POLICY TO BOARD AND EMPLOYEES. FORMS ARE REVIEWED AND DISCLOSURES ARE REVIEWED BY A COMMITTEE OF THE BOARD.

FORM 990, PART VI, SECTION B, LINE 15A:

THE COMPENSATION OF THE CEO OF THE FEDERATION UNDERGOES AN ANNUAL REVIEW BY THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS, WHICH CONSIST OF NINE INDEPENDENT BOARD MEMBERS. DATA FROM A COMPENSATION STUDY, ALONG WITH INFORMATION FROM OTHER SIMILAR ORGANIZATIONS' FORM 990 FILINGS ARE USED TO INFORM THE EXECUTIVE COMMITTEE'S RECOMMENDED COMPENSATION ADJUSTMENTS TO THE FULL BOARD FOR APPROVAL.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

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

FORM 990, PART VI, SECTION C, LINE 19:

THE FEDERATION MAKES ITS GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY AVAILABLE TO THE PUBLIC UPON REQUEST. THE FEDERATION MAKES ITS AUDITED FINANCIAL STATEMENTS AND 990'S AVAILABLE TO THE PUBLIC ON ITS OWN

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WEBSITE AND UPON REQUEST.	
FORM 990, PART IX, LINE 11G, OTHER FEES:	
CONTRACTUAL & CONSULTANTS:	
PROGRAM SERVICE EXPENSES	10,066,327.
MANAGEMENT AND GENERAL EXPENSES	610,912.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	10,677,239.
RESEARCH:	
PROGRAM SERVICE EXPENSES	305,187.
MANAGEMENT AND GENERAL EXPENSES	19,596.
FUNDRAISING EXPENSES	20,217.
TOTAL EXPENSES	345,000.
GRAPHICS:	
PROGRAM SERVICE EXPENSES	259,496.
MANAGEMENT AND GENERAL EXPENSES	10,136.
FUNDRAISING EXPENSES	69,357.
TOTAL EXPENSES	338,989.
ADVERTISING:	
PROGRAM SERVICE EXPENSES	51,034.
MANAGEMENT AND GENERAL EXPENSES	1,993.
FUNDRAISING EXPENSES	13,640.
TOTAL EXPENSES	66,667.
DATA ENTRY:	

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PROGRAM SERVICE EXPENSES	158,487.
MANAGEMENT AND GENERAL EXPENSES	10,176.
FUNDRAISING EXPENSES	10,499.
TOTAL EXPENSES	179,162.
LETTER SHOP:	
PROGRAM SERVICE EXPENSES	1,375,722.
MANAGEMENT AND GENERAL EXPENSES	53,735.
FUNDRAISING EXPENSES	367,698.
TOTAL EXPENSES	1,797,155.
FULFILLMENT:	
PROGRAM SERVICE EXPENSES	3,731,019.
MANAGEMENT AND GENERAL EXPENSES	239,568.
FUNDRAISING EXPENSES	247,160.
TOTAL EXPENSES	4,217,747.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	17,621,959.
FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:	
CHANGE IN SPLIT INTEREST AGREEMENTS	927,296.
GAIN ON PENSION INVESTMENT	-663,931.
TOTAL TO FORM 990, PART XI, LINE 9	263,365.

SCHEDULE R (Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047
2023
Open to Public Inspection

Name of the organization: NATIONAL WILDLIFE FEDERATION

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Part I **Identification of Disregarded Entities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II **Identification of Related Tax-Exempt Organizations.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity? Yes	No

Part III **Identification of Related Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations? Yes	(h) No	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner? Yes	(j) No	(k) Percentage ownership

Part IV **Identification of Related Organizations Taxable as a Corporation or Trust.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity? Yes	(i) No
GARDEN FOR WILDLIFE, INC - 92-2575933 9841 WASHINGTON BLVD, STE 500 GAITHERSBURG, MD 20878	E-COMMERCE SALES OF NATIVE PLANTS TO SUPPORT WILDLIFE	DE	NATIONAL WILDLIFE FEDERATION	C CORP	816,070.	717,621.	92.56%	X	

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.		Yes	No
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
a Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity	1a	X	
b Gift, grant, or capital contribution to related organization(s)	1b	X	
c Gift, grant, or capital contribution from related organization(s)	1c		X
d Loans or loan guarantees to or for related organization(s)	1d	X	
e Loans or loan guarantees by related organization(s)	1e		X
f Dividends from related organization(s)	1f		X
g Sale of assets to related organization(s)	1g		X
h Purchase of assets from related organization(s)	1h	X	
i Exchange of assets with related organization(s)	1i		X
j Lease of facilities, equipment, or other assets to related organization(s)	1j		X
k Lease of facilities, equipment, or other assets from related organization(s)	1k		X
l Performance of services or membership or fundraising solicitations for related organization(s)	1l		X
m Performance of services or membership or fundraising solicitations by related organization(s)	1m		X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n	X	
o Sharing of paid employees with related organization(s)	1o	X	
p Reimbursement paid to related organization(s) for expenses	1p		X
q Reimbursement paid by related organization(s) for expenses	1q		X
r Other transfer of cash or property to related organization(s)	1r		X
s Other transfer of cash or property from related organization(s)	1s		X

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

	(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)	GARDEN FOR WILDLIFE, INC	A	66,667.	BOOK VALUE
(2)	GARDEN FOR WILDLIFE, INC	B	742,110.	CASH
(3)				
(4)				
(5)				
(6)				

Part VI **Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners sec. 501(c)(3) orgs.? Yes	(e) No	(f) Share of total income	(g) Share of end-of-year assets	(h) Dispropor-tionate allocations? Yes	(h) No	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner? Yes	(j) No	(k) Percentage ownership