Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Open to Public

Department of the Treasury

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

	Ear the				and a	a di a a		mopoenen		
			endar year, or tax year beginning C Name of organization Water Edu		, and e		idontif	ication number		
		applicable:	Doing business as	cation Foundation	1	D Elliployer	identii	ication number		
\bigsqcup^{\prime}	Address	cnange	Number and street (or P.O. box if mail is no	t delivered to street address) Ro	oom/suite	04 04100	0.5			
r	Name ch	ange	•	·	Join/Suite	94-24198 E Telephone		<u> </u>		
П.	nitial retu	uro	1401 21st Street Suite 2 City or town		P code	L Telephone	Tiuliibe	21		
닏'	milai reit	ulli	Sacramento CA 95811-	State Zii	i code	916-444-	6240)		
F	inal return	n/terminated		province/state/county Fo	reign postal	code				
\Box	Amended	d return	r oroigir ocumity mainte	province/etate/eeding re	roigii poolai	G Gross rece	eipts \$	1836864.		
L /	Application	on pending	F Name and address of principal officer: Jer			H(a) Is this a group return for	or subor	dinates? Yes X No		
			1401 21st Stre Sacrament	CA 95811-		H(b) Are all subordinate	es inclu	ded? Yes No		
ı T	ax-exem	npt status:	X 501(c)(3) 501(c) () ◀	(insert no.) 4947(a)(1) or	527	If "No," attach a lis	t. (see	instructions)		
	Vebsite	·		((2)(1)		U(a) Croup avamation				
						H(c) Group exemption I				
K F	orm of o	rganization:	X Corporation Trust Associa	tion Other >	L Yea	r of formation: 1979	MS	State of legal domicile: CA		
P	art I	Sui	mmary							
	1		escribe the organization's mission or	most significant activities	: To 0	create a bett	er			
ဗ္ဗ			standing of water issues							
Activities & Governance			ems through education and							
err							-6:4-			
<u></u>	2		nis box I if the organization dis							
۳	3		of voting members of the governing				3	30		
Ş	4		of independent voting members of the				4	30		
ij	5		mber of individuals employed in cale	•	•		5	11		
ફું	6		mber of volunteers (estimate if neces				6	30		
Ϋ́	7a	Total un	related business revenue from Part \	/III, column (C), line 12.			7a			
	b		elated business taxable income from				7b			
				,		Prior Year		Current Year		
Revenue	8	Contribu	itions and grants (Part VIII, line 1h).			9487	778.	1007842		
	9		service revenue (Part VIII, line 2g).			6308		450449		
Ş.	10	-	ent income (Part VIII, column (A), line			432	-	37652		
æ	11		evenue (Part VIII, column (A), lines 5,			667				
	12						87635			
	+		enue—add lines 8 through 11 (must equ			16895	86.	1583578		
	13		and similar amounts paid (Part IX, col							
	14		paid to or for members (Part IX, colu							
es	15		other compensation, employee benefits	. ,	,	8466	517.	7. 816773.		
Sus	16a		onal fundraising fees (Part IX, colum							
Expenses	b		ndraising expenses (Part IX, column							
Ш	17	Other ex	cpenses (Part IX, column (A), lines 1	Ia-11d, 11f-24e)		7818	309.	702383		
	18	Total ex	penses. Add lines 13-17 (must equa	Part IX, column (A), line	25) .	16284	126.	1519156		
	19	Revenu	e less expenses. Subtract line 18 fror	m line 12		611	60.	64422		
Net Assets or Fund Balances			·			Beginning of Current	Year	End of Year		
sets	20	Total as	sets (Part X, line 16)			17464	169.	1692974		
Ass I Ba	21		bilities (Part X, line 26)			1064		95126		
E. Set	22		ets or fund balances. Subtract line 21			16400		1597848		
D۵	rt II		nature Block			10100	, 0 , .	1337010		
			ry, I declare that I have examined this return, inc	duding accompanying schedules	and stateme	ante and to the heet of m	v know	ledge		
	•		ect, and complete. Declaration of preparer (other				•	•		
			, , , , , , , , , , , , , , , , , , , ,	,		03/0		•		
Sig	ın		Signature of officer			Date	0 / 2 0			
He	re		· ·		_					
			Jennifer Bowles		Exec	cutive Direct	or			
		<u> </u>	Type or print name and title	D I		In .		DTIN		
D - '		Prin	t/Type preparer's name	Preparer's signature		Date	neck	PTIN		
Pai		Dro	nd Parsons			-	elf-emp			
	parer					037 007 2023		I		
Us	e Only	у —	's name ▶ Parsfin Inc			Firm's EIN ▶				
		Firm	s address ► 1296 E Gibson Rd	Ste WOODLAND	CA 9	5776 Phone no.	530-	933-2723		
May	the IF	RS discus	ss this return with the preparer shown	above? (see instructions)			. X Yes No		

4e Total program service expenses

	90 (2018)		94-2419885	Page Z
Pa	rt III	Statement of Program Service Accomplishments Check if Schedule O contains a response or note to any line in this Part III		
1	Briefly de	scribe the organization's mission:		
		ate a better understanding of water issues and help resolve		
		resource problems through facilitation, education, and		
	outrea			
2	Did the o	rganization undertake any significant program services during the year which were not listed on		
		Form 990 or 990-EZ?	Yes	X No
	If "Yes,"	describe these new services on Schedule O.		
3		rganization cease conducting, or make significant changes in how it conducts, any program		
-		·	Yes	X No
		describe these changes on Schedule O.		
4		the organization's program service accomplishments for each of its three largest program services	s. as measured b	ΟV
		s. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and al		
	•	expenses, and revenue, if any, for each program service reported.		-,
		.		
4a	(Code:) (Expenses \$ 649777 . including grants of \$) (Revenue	\$ 2177	22.)
	Commun	igations		
		res, videos, and documentaries to inform and educate the general		
	public	on water issues.		
4b	(Code:) (Expenses \$ 418907. including grants of \$) (Revenue	\$ 4504	49.)
	Tours	and briefings		
	Organi	zed and performed 7 tours and 6 briefings relating to various		
	water	subjects.		
4c) (Expenses \$ 130553. including grants of \$) (Revenue	\$ 1065	71.)
		programs		
	Creati	on of school program packages teachers can use in the classroom		
	during	the year. The Education Director of the Foundation offers		
	a numb	er of workshops to teach students about various water issues.		
4d		ogram services. (Describe in Schedule O.)		
	(Expense	es \$ including grants of \$) (Revenue \$)	

1199237.

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," 1 Χ 2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? Χ Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to Χ Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) X 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 Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III 5 Χ 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 Χ 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 Χ Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," Χ 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 Χ Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V Χ 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 11a Χ **b** Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more 11b Χ c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more Χ d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets 11d Χ e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X. 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 Χ 12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes." complete Χ **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 Χ Χ 13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E........ 13 14a Did the organization maintain an office, employees, or agents outside of the United States? **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 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or 15 Χ 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 Χ 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 Χ Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Χ 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? 19 Χ 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a Х **b** If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? 20b 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 Х

Par	t V Checklist of Required Schedules (continued)		1	
22	Did the approximation was set many than \$5 000 of manufacture at the province of the demonstrative individuals on		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		Х
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		Х
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		Х
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	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		<u> </u>
	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit	25-		37
L	transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I </i>	25a		Х
D	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		Х
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any	200		
	current or former officers, directors, trustees, key employees, highest compensated employees, or			
	disqualified persons? If "Yes," complete Schedule L, Part II	26		Х
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee,			
	substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled			
	entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		Х
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		Х
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete			
	Schedule L, Part IV	28b		Х
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof)	00		
20	was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		X
29 30	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified	29		Х
30	conservation contributions? If "Yes," complete Schedule M	30		Х
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If</i> "Yes," <i>complete Schedule N, Part I</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		Х
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		Х
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
	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		Х
a	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related	วอม		-
30	organization? If "Yes," complete Schedule R, Part V, line 2	36		Х
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			Х
	VI	37		
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Х	
Par	t V Statements Regarding Other IRS Filings and Tax Compliance	, 55	<u> </u>	
	Check if Schedule O contains a response or note to any line in this Part V			
	3		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable			
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable		Х	
	gaming (gambling) winnings to prize winners?	1c		

Par	Statements Regarding Other IRS Fillings and Tax Compliance (continued)			
2-	Enter the number of employees reported on Form W.2. Transmitted of Ware and Tay		Yes	No
za	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 11			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
D	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to <i>e-file</i> . (see instructions)	20	21	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		Х
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation in Schedule O</i>	3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over,	- 0.0		
	a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		х
b	If "Ves " enter the name of the foreign country:			
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			1
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		Х
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		Х
С	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		Х
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or			
	gifts were not tax deductible?	6b		<u> </u>
7	Organizations that may receive deductible contributions under section 170(c).			1
а	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		Х
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was	_		l
	required to file Form 8282?	7с		Х
d	If "Yes," indicate the number of Forms 8282 filed during the year			3.5
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? If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? .	7f		Х
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 3099 as required? If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7g 7h		
h 8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the	/11		
O	sponsoring organization have excess business holdings at any time during the year?	8		Х
9	Sponsoring organizations maintaining donor advised funds.			
а	Did the sponsoring organization make any taxable distributions under section 4966?	9a		Х
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		Х
10	Section 501(c)(7) organizations. Enter:			
а	Initiation fees and capital contributions included on Part VIII, line 12			l
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b			l
11	Section 501(c)(12) organizations. Enter:			l
а	Gross income from members or shareholders			l
b	Gross income from other sources (Do not net amounts due or paid to other sources			
	against amounts due or received from them.)			
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			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to issue qualified health plans in more than one state?	13a		
	Note. See the instructions for additional information the organization must report on Schedule O.			
b	Enter the amount of reserves the organization is required to maintain by the states in which			
_	the organization is licensed to issue qualified health plans			
C 1/1-2	Enter the amount of reserves on hand	140		Х
14a b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation in Schedule O</i>	14a 14b		Λ
		140		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or	4.5		77
	excess parachute payment(s) during the year	15		Х
	If "Yes," see instructions and file Form 4720, Schedule N.			
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		Х
	If "Yes," complete Form 4720, Schedule O.			

Part VI

Sect	ion A. Governing Body and Management						
		1		Yes	No		
1a	Enter the number of voting members of the governing body at the end of the tax year	1a 30					
	If there are material differences in voting rights among members of the governing body, or						
	if the governing body delegated broad authority to an executive committee or similar						
	committee, explain in Schedule O.						
b	Enter the number of voting members included in line 1a, above, who are independent	1b 30					
2	Did any officer, director, trustee, or key employee have a family relationship or a business relation						
•	any other officer, director, trustee, or key employee?		2		X		
3	Did the organization delegate control over management duties customarily performed by or und						
	supervision of officers, directors, or trustees, or key employees to a management company or or	•	3		X		
4	Did the organization make any significant changes to its governing documents since the prior Form 990 v		4		X		
5	Did the organization become aware during the year of a significant diversion of the organization		5		X		
6	Did the organization have members or stockholders?		6		Х		
7a	Did the organization have members, stockholders, or other persons who had the power to elect		_				
	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 and the contract of the organization reserved to (or subject to approval by) members are also approval by the contract of the organization reserved to (or subject to approval by) members are also approval by the contract of the organization reserved to (or subject to approval by) members are also approval by the contract of the organization reserved to (or subject to approval by) members are also approval by the contract of the organization reserved to (or subject to approval by) members are also approval by the contract of the organization reserved to (or subject to approval by) members are also approval by the contract of the organization reserved to (or subject to approval by) members are also approval by the contract of the organization reserved to (or subject to approval by) members are also approved to the contract of the contr						
_	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:						
а	The governing body?		8a	X			
b	Each committee with authority to act on behalf of the governing body?		8b	Х			
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be						
C4	at the organization's mailing address? If "Yes," provide the names and addresses in Schedule (9		X		
Sect	ion B. Policies (This Section B requests information about policies not required by the	internal Revenue C	oae.)	Yes	Na		
100	Did the organization have local chapters, branches, or affiliates?		10a	res	No X		
	If "Yes," did the organization have written policies and procedures governing the activities of suc		IUa		Λ_		
b	affiliates, and branches to ensure their operations are consistent with the organization's exempt	Telephone in the control of the cont	10b				
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before		11a	Х			
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.	s illing the forms	Ha	Λ			
12a	Did the organization have a written conflict of interest policy? <i>If "No," go to line 13</i>		12a	Х			
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could gir		12b	X			
C	Did the organization regularly and consistently monitor and enforce compliance with the policy?		120	21	_		
·	describe in Schedule O how this was done		12c	Х			
13	Did the organization have a written whistleblower policy?		13	X			
14	Did the organization have a written document retention and destruction policy?		14	Х			
15	Did the process for determining compensation of the following persons include a review and approximation of the following persons include a review and a review an						
	independent persons, comparability data, and contemporaneous substantiation of the deliberation	-					
а	The organization's CEO, Executive Director, or top management official		15a	Х			
b	Other officers or key employees of the organization		15b				
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).						
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arra	angement					
	with a taxable entity during the year?	•	16a		Х		
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to ev						
	participation in joint venture arrangements under applicable federal tax law, and take steps to sa						
	the organization's exempt status with respect to such arrangements?		16b				
Sect	ion C. Disclosure						
17	List the states with which a copy of this Form 990 is required to be filed ► CA						
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 99	90, and 990-T (Sectio	n 501	(c)			
	(3)s only) available for public inspection. Indicate how you made these available. Check all that						
	Own website X Another's website X Upon request Other (ex	xplain in Schedule O)					
19	Describe in Schedule O whether (and if so, how) the organization made its governing document	s, conflict of interest p	olicy,	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'						
	Dir of Finance	916-444-624	10				
	1401 21st St SACRAMENTO CA 95811-						

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 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 and/or Box 7 of Form 1099-MISC) 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.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	box,	unle	Pos heck ss pe	erson lirect	e tis or/trust e is or/employee	an	(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
(1) J Bowles								4.0=0.00		
Exec Director	40			X				125000.	0	23854.
(2) R Johnson								•		•
President	1	Х		X				0	0	0
(3) S Morris										
Vice President	1	X		X				0	0	0
(4) M Savage								_	_	_
Treasurer	1	Х		X				0	0	0
(5) C Cantu										
Secretary	1	Х		X				0	0	0
(6) J Allen										
Director	1	Х						0	0	0
(7) R Aragon										
Director	1	Х						0	0	0
(8) T Berliner										
Director	1	Х						0	0	0
(9) R Borgonovo										
Director	1	Х						0	0	0
(10) G Buchholz										
Director	1	Х						0	0	0
(11) M Chrisman										
Director	1	Х						0	0	0
(12) A Deister										
Director	1	Х						0	0	0
(13) K Delfino										
Director	1	Х						0	0	0
(14) D Duncan										
Director	1	Х						0	0	0

Pa	rt VII	Section A. Officers, Directors, T	rustees, Key Eı	mplo	yee	s, a	nd	High	est	Compensated	Employees (co	ontinue	ed)	
	(A) Name and title		(B) Average hours per week (list any	(C) Position (do not check more the box, unless person is bofficer and a director/tr					h an tee)	(D) Reportable compensation from	(E) Reportable compensation from related	an	(F) Estimated amount of other	
			hours for related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC)	organizations (W-2/1099-MISC)	fr org and	pensat om the anizati d relate anizatio	e on ed
	D Fish	er Jr	1	Х										
(16) Dire	P Garz ctor	a		Х										
(17)	D Guy													
Dire	ctor		1	Х										
(18) Dire	T Hart ctor	er	1	Х										
(19)	J Kive	tt												
Dire	ector		1	Х										
(20)	C Koeh	ler		3.5										
	ctor M Math	eic	1	Х										
Dire	ector	eis	1	Х										
		ael												
Dire	ctor		1	Х										
(23)	C Park													
Dire	ector		1	Х										
(24)	J Pers	ike		_										
Dire	ctor		1	X										
(25)	T Phil	p		3.5										
	ector Sub-tota	<u> </u>		Х	<u> </u>					125000.			23	854
		m continuation sheets to Part VII,							•	123000.			23	554
		Id lines 1b and 1c).							•	125000.			23	854
2	Total nur	nber of individuals (including but not e compensation from the organization	limited to those						eiv	ed more than \$1	00,000 of	•		
-	Теропал	e compensation from the organization	····										Yes	No
3		rganization list any former officer, di e on line 1a? <i>If "Yes," complete Sche</i>										3	100	X
		·										3		
		ndividual listed on line 1a, is the sum nization and related organizations gre												
	_							•				4		X
5		person listed on line 1a receive or ac												
3		es rendered to the organization? If "										5		Х
Sect		dependent Contractors	, ,											
1		e this table for your five highest compartion from the organization. Report of										n's tax		
		(A) Name and business ad	dress							(B) Description of ser	vices ((C) Compen		
2	Total nur	nber of independent contractors (incl	luding but not lin	nitad	to +	1064	ı lie	ted a	hov	e) who received				
_		n \$100,000 of compensation from the		eu	io il	iust	3اا ز	ieu a	υUV	c, wild leceived				

Part VIII Statement of Revenue

		Check if Schedule O contains	s a response or	note to any line i	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	b c d e f	Federated campaigns Membership dues Fundraising events Related organizations	1b 1c 1d .s) 1e nts, and ove 1f nes 1a–1f: \$	314749. 693093.	1007842.			
ne				Business Code				
ven	2a	Water Tours		611710	192590.	192590.		
Re	b	Briefings		611710	257859.	257859.		
vice	С							
Ser	d							
am	е							
Program Service Revenue	f	All other program service revenu						
Ь	g	Total. Add lines 2a–2f			450449.			
	3 4	Investment income (including divother similar amounts) Income from investment of tax-e	xempt bond pro	▶	40645.			40645.
	5	Royalties						
			(i) Real	(ii) Personal				
	6a	Gross rents						
		Less: rental expenses						
		Rental income or (loss)						
		Net rental income or (loss)						
	7a	Gross amount from sales of	(i) Securities	(ii) Other				
		assets other than inventory.	250293.					
	b	Less: cost or other basis						
		and sales expenses	253286.					
	С	Gain or (loss)						
	d	Net gain or (loss)		▶	-2993.			-2993.
Other Revenue	8a	Gross income from fundraising events (not including \$ of contributions reported on line See Part IV, line 18						
)th		Less: direct expenses						
0		Net income or (loss) from fundra	•	. <u></u>				
		Gross income from gaming active See Part IV, line 19	а					
		Less: direct expenses						
		Net income or (loss) from gamin	g activities					
	Tua	Gross sales of inventory, less	_	07625				
		returns and allowances						
		Less: cost of goods sold			0.000	00.635		
	С	Net income or (loss) from sales	of inventory		87635.	87635.		
	44-	Miscellaneous Revenue		Business Code				
	11a							
	b							+
	C	All other revenue						+
	d	All other revenue						
		Total. Add lines 11a–11d		F	1502570	E20004		27650
	12	Total revenue. See instructions			1583578.	538084.		37652.

following SOP 98-2 (ASC 958-720) .

Pai	t IX Statement of Functional Expenses				
Secti	on 501(c)(3) and 501(c)(4) organizations must complete all	l columns. All other	organizations mus	t complete column (4).
	Check if Schedule O contains a response or note	to any line in this I	Part IX		
	not include amounts reported on lines 6b, 7b, 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		одренеев	денега: ехроносо	олроново
	domestic governments. See Part IV, line 21				
2	Grants and other assistance to domestic				
	individuals. See Part IV, line 22				
3	Grants and other assistance to foreign				
	organizations, foreign governments, and foreign				
	individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors,				
	trustees, and key employees	148854.	117594.	14141.	17119
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	513774.	405881.	48809.	59084.
8	Pension plan accruals and contributions (include				
	section 401(k) and 403(b) employer contributions)	41022.	32408.	3897.	4717
9	Other employee benefits	59742.	47196.	5676.	6870
10	Payroll taxes	53381.	42171.	5071.	6139
11	Fees for services (non-employees):				
а	Management				
b	Legal				
С	Accounting	69839.		69839.	
d	Lobbying				
е	Professional fundraising services. See Part IV, line 17.				
f	Investment management fees	11401.		11401.	
g	Other. (If line 11g amount exceeds 10% of line 25, column				
	(A) amount, list line 11g expenses on Schedule O.)	29755.	22216.	7539.	
12	Advertising and promotion	14257.	13261.	415.	581
13	Office expenses	72217.	57051.	6861.	8305
14	Information technology				
15	Royalties				
16	Occupancy	117266.	92640.	11140.	13486
17	Travel				
18	Payments of travel or entertainment expenses				
	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	164255.	163559.	315.	381
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	7357.	5812.	699.	846
23	Insurance	10594.	8370.	1006.	1218.
24	Other expenses. Itemize expenses not covered				
	above (List miscellaneous expenses in line 24e. If				
	line 24e amount exceeds 10% of line 25, column				
	(A) amount, list line 24e expenses on Schedule O.)				
а	SEE STMT	6066.			
b		22096.			
С		590.			
d		11241.			
е	All other expenses	165449.	155803.	4770.	4876
25	Total functional expenses. Add lines 1 through 24e .	1519156.	1199237.	193782.	126137
26	Joint costs. Complete this line only if the				
	organization reported in column (B) joint costs				
	from a combined educational campaign and				
	fundraising solicitation. Check here if				

Part X Balance Sheet

		Check if Schedule O contains a response or note to any line in this Part X	<u> </u>		
			(A) Beginning of year		(B) End of year
	1	Cash—non-interest-bearing	263645.	1	200230
	2	Savings and temporary cash investments		2	
	3	Pledges and grants receivable, net	133136.	3	147221
	4	Accounts receivable, net	24217.	4	9130
	5	Loans and other receivables from current and former officers, directors,			
		trustees, key employees, and highest compensated employees.			
		Complete Part II of Schedule L		5	
	6	Loans and other receivables from other disqualified persons (as defined under section			
		4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and			
		sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary			
ţ		organizations (see instructions). Complete Part II of Schedule L		6	
Assets	7	Notes and loans receivable, net		7	
Ğ	8	Inventories for sale or use	68725.	8	56338
	9	Prepaid expenses and deferred charges	17259.	9	23784.
	10a				
		other basis. Complete Part VI of Schedule D 10a 146320.			
	b	Less: accumulated depreciation 10b 71529 .	77613.	10c	74791.
	11	Investments—publicly traded securities	1161874.	11	1181480.
	12	Investments—other securities. See Part IV, line 11		12	
	13	Investments—program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11		15	
	16	Total assets. Add lines 1 through 15 (must equal line 34)	1746469.	16	1692974.
	17	Accounts payable and accrued expenses	100480.	17	89550.
	18	Grants payable		18	
	19	Deferred revenue	5920.	19	5576.
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
S	22	Loans and other payables to current and former officers, directors,			
Liabilities		trustees, key employees, highest compensated employees, and			
Ē		disqualified persons. Complete Part II of Schedule L		22	
Ë	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third			
		parties, and other liabilities not included on lines 17–24). Complete Part X			
		of Schedule D		25	
	26	Total liabilities. Add lines 17 through 25	106400.	26	95126.
		Organizations that follow SFAS 117 (ASC 958), check here ▶ ☒ and			
Se		complete lines 27 through 29, and lines 33 and 34.			
ŭ	27	Unrestricted net assets	1453787.	27	1318275.
<u>a</u>		Temporarily restricted net assets	186282.	28	279573.
Ä	28 29		100202.	29	2/95/3.
ĭ	29	Permanently restricted net assets		29	
ŕ		Organizations that do not follow SFAS 117 (ASC958), check here			
ō		complete lines 30 through 34.			
ets	30	Capital stock or trust principal, or current funds		30	
Net Assets or Fund Balances	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
et/	32	Retained earnings, endowment, accumulated income, or other funds		32	
ž	33	Total net assets or fund balances	1640069.	33	1597848.
	34	Total liabilities and net assets/fund balances	1746469.	34	1692974

Part	Reconciliation of Net Assets				
	Check if Schedule O contains a response or note to any line in this Part XI				
1	Total revenue (must equal Part VIII, column (A), line 12)	1		1583	578.
2	Total expenses (must equal Part IX, column (A), line 25)	2		1519	156.
3	Revenue less expenses. Subtract line 2 from line 1	3		64	422.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4		1640	069.
5	Net unrealized gains (losses) on investments	5		-106	643.
6	Donated services and use of facilities	6			
7	Investment expenses	7			
8	Prior period adjustments	8			
9	Other changes in net assets or fund balances (explain in Schedule O)	9			
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33,				
	column (B))	10		1597	848.
Part	XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII				Ш_
				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 in				
	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	Х	
	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:				
	X Separate basis Consolidated basis Both consolidated and separate basis				
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of	of			
	the audit, review, or compilation of its financial statements and selection of an independent accountant? .		. 2c	Х	
	If the organization changed either its oversight process or selection process during the tax year, explain in				
	Schedule O.				
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in				
	the Single Audit Act and OMB Circular A-133?		. 3a		Х
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the				
	required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits .		3b		
				000	

Form **990** (2018)