Form 990 Solve of the Treasury

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundation: Do not enter social security numbers on this form as it may be made public.

► Go to <u>www.irs.gov/Form990</u> for instructions and the latest information.

2021

pen to Public Inspection

Form **990** (2021)

Cat. No. 11282Y

Treasu			<u> </u>						
			Railendar year, or tax year beginning C Name of organization	g 01-01-2021 , and ending 12-31-2	021	D Employ	er identi	ification numbe	
		pplicable: change	Solutions Project Inc					neacion numbe	;·
	me ch	-				46-38	11348		
Ini Fin	tial ret _{al}	turn	Doing business as						
	n/termi	inated d return	Number and street (or P.O. box if ma	il is not delivered to street address) Room/	suite	E Telephor	e number	ŗ	
		on pendin	4006 Diadmont Ava 739	in is not delivered to street address) room,	Juice	(510)	255-55	47	
-			City or town, state or province, count	ry, and ZIP or foreign postal code					
			Oakland, CA 94611			G Gross re	ceipts \$ 7	,109,557	
			F Name and address of principa	al officer:	H(a) Is	this a group re	eturn for		
			Gloria Walton 4096 Piedmont Ave 728			ubordinates? re all subordina	atoc	Yes	
			Oakland, CA 94611			re an saboram rcluded?	11.63	Yes	Νo
[Ta	x-exer	mpt status	S: 🔽 501(c)(3) 🔲 501(c)() ◀ (in:	sert no.) 4947(a)(1) or 527		"No," attach a			;.
ı w	ebsit	t e:▶ th	esolutionsproject.org		— H(c) G	roup exemption	numbe	r▶	
C Forr	n of o	rganizatio	on: 🔽 Corporation 🔲 Trust 🦳 Association	on Other	L Year of	formation: 2013	M State	of legal domicile	:: CA
Pa	art I	Sur	nmary						
			lescribe the organization's mission	or most significant activities:					
w w	-	The Solu	utions Project funds and amplifies	grassroots climate justice solutions					
2	-								
Ĕ	-								
Ŏ.				scontinued its operations or dispose		han 25% of its	net asse	ets.	
<i>9</i>				ng body (Part VI, line 1a) · · ·			3		8
4 Number of independent voting members of the governing body (Part VI, line 1b)									8
<u> </u>	5 Total number of individuals employed in calendar year 2021 (Part V, line 2a)								11
2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net ass 3 Number of voting members of the governing body (Part VI, line 1a)									11
				om Form 990-T, Part I, line 11			7a 7b		0
		Net um	elated business taxable income inc	in Form 990-1, Fait 1, line 11	· · · ·	Prior Year		Current Year	
	8	Contrib	outions and grants (Part VIII, line 1h)		44,865,2	07	6,884	
Revenue			m service revenue (Part VIII, line 2g				0		4,250
eve			ment income (Part VIII, column (A),			535,4	32	(6,737
ш	11	Other r	evenue (Part VIII, column (A), lines	5, 6d, 8c, 9c, 10c, and 11e)		1,1	25	43	3,647
	12	Total re	evenue—add lines 8 through 11 (m	ust equal Part VIII, column (A), line	12)	45,401,7	64	7,109	9,557
	13	Grants	and similar amounts paid (Part IX, $$	column (A), lines 1-3)		1,922,0	00	9,368	8,816
	14	Benefits	s paid to or for members (Part IX, c	olumn (A), line 4)			0		0
88				enefits (Part IX, column (A), lines 5	-10)	678,2		1,400	0,879
Expenses			sional fundraising fees (Part IX, col	, ,,			0		0
Š			draising expenses (Part IX, column (D), I	· ———		1 252 3	1.5	4 22	7.656
			expenses (Part IX, column (A), line xpenses. Add lines 13–17 (must e	•		1,353,216 1,33			
			•	from line 12		3,953,4	-	12,107 -4,997	
es es			- TOOS OXPONSOSI SUBTRUCT INTO TO			inning of Curren	-	End of Year	- / /
Net Assets or Fund Balances		-	(D-4 V !!			Year		40.00	2.0:
ASS 1Ba						43,539,0		43,392	
E E			abilities (Part X, line 26) . . . sets or fund balances. Subtract line		<u> </u>	320,2 43,218,8	-	6,00 ² 37,388	
	22 rt II		nature Block	21 110111 11111 20		43,218,6	10	37,300	0,722
		_		mined this return, including accomp	anying sche	edules and state	ments,	and to the be	st of
•		_	d belief, it is true, correct, and completed by the series of the series	plete. Declaration of preparer (other	than office	r) is based on a	ll inform	ation of which	1
лерс	ilei ii					2022-11-15			
Sign	1	Signa	ature of officer			Date			
Her			a Walton President & CEO or print name and title						
		7 1,50							
_	_		Print/Type preparer's name	Preparer's signature	Date 2022-11-14		PTIN P00587987	7	
Paid		}	Firm's name CCA LLP		1	self-employed Firm's EIN ► 45-			
	par	<u> </u>				LIIIII 2 ETIN 🛌 42-	1000030		
Use	On	ıly	Firm's address > 2300 Contra Costa Blvd			Phone no. (925)	685-2911	•	
			Pleasant Hill, CA 94523						

May the IRS discuss this return with the preparer shown above? (see instructions)

For Paperwork Reduction Act Notice, see the separate instructions.

4c (Code:) (Expenses \$ 9.543.119 including grants of \$ 9.116.316) (Revenue \$ 173.750) Invest: Our Fighter Fund grant program provides financial support for grassroots organizations improving lives in communities facing the climate crisis. Justice 40

Accelerator: The Justice40 Accelerator was designed to increase access and capacity to draw down funding for frontline groups eligible for new federal investments. The Solutions Project partnered with Elevate, Groundswell, Hummingbird Firm, and Partnership for Southern Equity to manage the Justice40 Accelerator funds. Fund

for Frontline Power: Fund for Frontline Power was created to accelerate the flow of capital, land stewardship, and resources to the grassroots. Fully governed by 13 frontline leaders, it is a \$10 million fund supporting the solutions most important for climate justice. The Solutions Project partnered with Climate Justice Alliance and Edge Funds Network to manage the Fund for Frontline Power funds. Communicating Our Power: Communicating Our Power is dedicated funding for communications

staff and narrative fellowship participation. The Solutions Project collaborates with Center for Story-Based Strategy and Climate Justice Alliance to manage the Communicating Our Power funds.

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

(Expenses \$ including grants of \$) (Revenue \$ Total program service expenses 11,278,103

Form 990 (2021) Page 3 **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," Yes 1 2 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions. 👹 . . Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to Νo 3 candidates for public office? If "Yes," complete Schedule C, Part I 🥦 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 为 4 Yes 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 Νo 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 Νo 6 Did the organization receive or hold a conservation easement, including easements to preserve open space, Νo 7 the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part Il 🐯 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," 8 Nο complete Schedule D, Part III 🥵 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a

Νo

Νo

Nο

Nο

Νo

Nο

Nο

Νo

Nο

Νo

Νo

Nο

Νo

Yes

Yes

Yes

Yes

9

11a

11b

11c

11d

11e

11f

12a

12b

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14a

14b

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18

19

20a

20b

Yes

Form 990 (2021)

custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt

Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments,

a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete

b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of

Did the organization's separate or consolidated financial statements for the tax year include a footnote that

12a ប៊ីលើវិទាទ ទល្បានខែង និក្សានាមែន និក្សានាខែង និក្សានាខែង និក្សានាខេង និក្សានេះ និក្សានិក្សាននិក្សានិក្សានិក្សានិក្សានិក្សានិក្សានិក្សានិក្សានិក្សានិក្សានិក្សានិក្សានិក្សានិក្សានិក្ស

If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 🐒

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

Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for

b Was the organization included in consolidated, independent audited financial statements for the tax year?

14a Did the organization maintain an office, employees, or agents outside of the United States?

Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other

Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions. Did the organization report more than \$15,000 total of fundraising event gross income and contributions on

domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II

b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?

Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or

Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on

assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV . . .

addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)?

13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E

investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV

any foreign organization? If "Yes," complete Schedule F, Parts II and IV

negotiation services? If "Yes," complete Schedule D, Part IV 🥦

VIII, IX, or X, as applicable.

990 (2021)						
Checklist of Required Schedules (continued)						
		Yes	No			
Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on	22		Νo			

Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III

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

 ${f b}$ Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . .

c Did the organization maintain an escrow account other than a refunding escrow at any time during the year

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 🔒 🔒 🕺

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

Did the organization report any amount on Part X, line 5 or 22 for receivables from or sayables to any current or

former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled

ប្រជុំ^Yអាច «លាក្សាខ្លែស ស្រាស់ និង ប្រជុំ ប្រជាជ្រាក្រ employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member,

Was the organization a party to a business transaction with one of the following parties (see the Schedule L,

c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes,"

Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified

Did the organization own 100% of an entity disregarded as separate from the organization under Regulations

35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?

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 on line 1a. Enter -0- if not applicable

Hid the organization fidulate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I

Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete

Wasen Granditz เอก Chedule R. Part II, III, or IV,

b If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled

Did the organization conduct more than 5% of its activities through an entity that is not a related organization

entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 . . . Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related

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

Statements Regarding Other IRS Filings and Tax Compliance

and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?

c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable

Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M . .

a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes,"

or to a 35% controlled entity (including an employee thereof) or family member of any of these persons?

d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?

Part IV instructions for applicable filing thresholds, conditions, and exceptions):

b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV .

22

"Yes," complete Schedule L, Part I

If "Yes," completeSchedule L,Part III

conservation contributions?

Part V

sections 301.7701-2 and 301.7701-3?

entity or family member of any of these persons?

Nο

Nο

Nο

Νo

Νo

Νo

Νo

Νo

Νo

Nο

Nο

Nο

Nο

Nο

No

24a

24b

24c

24d

25a

25b

26

28a

28b

28c

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35a

35h

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37

3.0

Λ

1a

1b

Yes

Yes

Form 990 (2021)

Yes

23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's Yes 23 current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes,"

	tV Statements Regarding Other IRS Filings and Tax Compliance (continued)			Page 3			
	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						
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.	2b	Yes				
За	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		Νo			
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	3b					
	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	4a		No			
	BCCCOMS, t) enter the name of the foreign country: ▶ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts						
	\widehat{WBA} the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		No			
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		Νo			
С	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5 c					
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		Νo			
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b					
	Organizations that may receive deductible contributions under section 170(c).						
	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		No			
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b					
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7 c		No			
d	d If "Yes," indicate the number of Forms 8282 filed during the year						
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		No			
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		No			
	g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 required?						
	7 g		ļ				
h	h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?						
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the						
	8						
9							
	Did the sponsoring organization make any taxable distributions under section 4966?	9a					
	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b					
	Section 501(c)(7) organizations. Enter:						
	Initiation fees and capital contributions included on Part VIII, line 12 10a						
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club Section S01(c)(12) organizations. Enter:						
	Gross income from members or shareholders						
	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.						
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.						
	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						
	Enter the amount of reserves on hand						
	Did the organization receive any payments for indoor tanning services during the tax year?	14a		No			
	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O 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?	14b 15		No			
16	If these paracrute payment(s) during the year? If these paracruetions truetions trong files Fiturtio 47 20 pj Schedullee Nacction 4968 excise tax on net investment income?	16		No			
	If "Yos " complete Form 4720. Schedule O	10		.,,			
17	If "Yes," complete Form 4720, Schedule O. Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.	17					

year by the following: a The governing body? .

13

Page 6

	Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" is	espon	se to line	25				
	8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI			. [
Section A. Governing Body and Management								
			Yes	No				
	1a Enter the number of voting members of the governing body at the end of the tax 8							
	Yeare 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	:						
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?								
,	3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? .							
	4 Did the organization make any significant changes to its governing documents since the prior Form 990 was	4	1	Νo				

Blackher organization become aware during the year of a significant diversion of the organization's assets? .

Did the organization have members or stockholders?

b Each committee with authority to act on behalf of the governing body?

10a Did the organization have local chapters, branches, or affiliates? .

14 Did the organization have a written document retention and destruction policy? .

Did the organization have a written whistleblower policy? . . .

b Other officers or key employees of the organization

7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or

b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders,

Did the organization contemporaneously document the meetings held or written actions undertaken during the

Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the

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

organization's mailing address? If "Yes," provide the names and addresses in Schedule O

b If "Yes," did the organization have written policies and procedures governing the activities of such chapters,

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

a The organization's CEO, Executive Director, or top management official

If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.

affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing

b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give

c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe

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?

16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a

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

Yes

Νo

7a

9

10a

10b

11a

12a

12b

13

15a

15b

16a

- Nο Νo
 - Νo

Nο

No

Νo

organization's exempt status with respect to such arrangements? 16b Section C. Disclosure List the states with which a copy of this Form 990 is required to be filed Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T 18 (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. Own website Another's website Vupon request Other (explain in Schedule O) Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year. State the name, address, and telephone number of the person who possesses the organization's books and records: ▶The Organization 4096 Piedmont Ave 728 Oakland, C A 94611 (510) 255-5547 Form 990 (2021) Part VII

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

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

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

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

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

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.										
(A) Name and title	(B) Average hours per week (list any hours for related	more perso and	than on is a dir	one bot ecto	not bo: h ar or/ti	offic rustee	ess er e)	(D) Reportable compensation from the organization (W-2/1099-	(E) Reportable compensation from related organizations (W-2/1099-	(F) Estimated amount of other compensation from the organization
	organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	MISC/1099- NEC)	MISC/1099- NEC)	and related organizations
(1) Billy Parish Board Member	3.00	Х						0	0	0
(2) Brandon Hurlbut Board Member, Treasurer	3.00	Х		х				0	0	0
(3) Don Cheadle Board Member	3.00	Х						0	0	0
(4) Favianna Rodriguez Board Member, Interim Vice Chair	3.00	Х		Х				0	0	0
(5) George Goehl Board Member, Secretary	3.00	х		х				0	0	0
(6) Justin Winters Board Member	3.00	Х						0	0	0
(7) Mark Ruffalo Board Member	3.00	Х						0	0	0
(8) Sharon Alpert Board Member, Interim Board Chair	3.00	Х		Х				0	0	0
(9) Leah Hunt-Hendrix Board Member (partial year)	3.00	Х						0	0	0
(10) Jee Kim Board Member (partial year)	3.00	Х						0	0	0
(11) Shalanda Baker Board Member, Board Chair (partial year)	3.00	Х						0	0	0
(12) Gloria Walton Board Member, President	40.00	Х		x				264,881	0	25,452
(13) Sarah Shanley Vice President, Brand and Partnerships	40.00				x			174,900	0	23,407
(14) Sekita Grant Vice President, Programs	40.00					х		133,622	0	7,592
(15) Stacey Heras Operations Manager	40.00					х		117,129	0	22,736
										Form 900 (2021)
										Form 990 (2021)

Part VII	Section A. Officers, Direc	ctors, Trustee	s, Key	Emp	loy	ees	s, and	Hig	ghest Co	mpens	sated Employee	s (co	ntinued)	
	(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	more pers	than on is	one botl ecto	not bo: h ar or/ti	t check x, unlike to office rustee Highest compensated	ess er	Repo compe fron organiza 2/1 MISC/	rtable nsation the ation (W 099-/1099-EC)	from related	S ((F) Estima amount of compen from organizat relat organiza	ated of other sation the ion and
d Total (add	n continuation sheets to Pa	rt VII, Section A				d al	hove)	who		690,532	han	0		79,187
	00 of reportable compensat	-				u ai	bove)	WIIO	received	more c	Trail			
on line	organization list any forme 1a? If "Yes," complete Scheo	lule J for such in	dividua		•	•		•				3	Yes	No No
	ation and related organizat											4	Yes	
,	person listed on line 1a rec rendered to the organizat						,			nizatior	or individual for	5		No
	3. Independent Contr te this table for your five h		atod in	dono	ndor	at c	ontrac	torc	that rock	oivod m	oro than \$100 00	0 of		
	sation from the organization	n. Report compe									ithin the organiza			
Story & Reach C		(A) and business addre	ess								(B) escription of services cation and Media Serv	vices	Comper	
155 Beverly Roa Atlanta, GA 303														
Benjamin Canyo 895 Rainlily Land Boulder, CO 803	n Gass,								(Communi	cation and Media Serv	vices		153,404
No 29 Communi									(Communi	cation and Media Serv	vices		116,500
55 West 11th Str New York, NY 1														

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 > 3

	990 (2021)					Page 9
Part	Statement of Revenue Check if Schedule O contains a res	nonco or noto to	any line in this Da	rt \/III		Г
	Check if Schedule O Contains a res	ponse or note to	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelate business	s excluded from
Contr	ibutions, Gifts, Grants, and OtherAmt Simil	b c d e f	Federated campaig Membership dues Fundraising events Related organizatio Government grants (con All other contributions, of and similar amounts no above Noncash contributions in lines 1a - 1f:\$ Total. Add lines 1a	ns 1 1 1 1 1 1 1 1 1	a b c d 196, f 6,688,	358 565 502
		Business Code				6,884,923
venue	2a Grant Administration b Honorarium	561000 541900	500		500	
Program Service Revenue	c d					
Pro	e					
	f All other program service revenue.					
	9 Total. Add lines 2a-2f 3 Investment income (including dividends other		6,73	37		6,737
	49imilare from the street of tax-exempt 5 Royalties	bond proceeds	<u> </u>			
	(i) Real 6a Gross rents 6b Less: rental expenses c Rental income or d (Ness) ental income or (loss)	(ii) Personal				
	7a Gross amount from sales of assets other than inventory b Less: cost or other basis and sales expenses c Gain or (loss) 7 (i) Securities 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	(ii) Other				
Other Revenue	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18 8a b Less: direct expenses c Net income or (loss) from fundraising expenses					
Other	9a Gross income from gaming activities. See Part IV, line 19 9b Less: direct expenses . 9b c Net income or (loss) from gaming activ	•				
	10a Gross sales of inventory, less returns and allowances . 10a b Less: cost of goods sold 10b c Net income or (loss) from sales of inve					
		•				
	Miscellaneous Revenue 11a Advisory Services	Business Code 9000		50 3	35,750	
	b Miscellaneous Revenue	9000	99 7,89	97		7,897
	d All other revenue					
	e Total. Add lines 11a-11d	.	43,64	17		
	12 Total revenue. See instructions		7,109,55		10,000	0 14,634
	J		7,109,33		-,000	14,034

Form 990 (2021)					Page 10
Part IX Statement of Fund	tional Expenses				
Section 501(c)(3) and 5	01(c)(4) organizations must	complete all colum	nns. All other organ	izations must comple	ete column (A).
Check if Schedule O cor	tains a response or note to	any line in this Part	IX		<u> </u>
Do not include amounts reported on 7b, 8b, 9b, and 10b of Part VIII.	lines 6b,	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
Grants and other assistance to and domestic governments. See	_	9,368,816	9,368,816		·
2 Grants and other assistance to Part IV, line 22					
3 Grants and other assistance to foreign governments, and foreig lines 15 and 16.					
4 Benefits paid to or for members	 L				
5 Compensation of current officer key employees	•	466,717	265,811	46,672	154,234
6 Compensation not included abore (as defined under section 4958 described in section 4958(c)(3)	ve, to disqualified persons f)(1)) and persons				
7 Other salaries and wages		665,796	410,203	179,635	75,958
8 Pension plan accruals and contr 401(k) and 403(b) employer co	ibutions (include section	39,172	18,938	9,845	10,389
9 Other employee benefits		149,752	86,399	27,859	35,494
10 Payroll taxes		79,442	47,568	15,884	15,990
11 Fees for services (non-employe		,	,	,	•
a Management		20,893	5,986	13,006	1,901
b Legal					
c Accounting		34,620	20,270	7,053	7,297
d Lobbying					
e Professional fundraising service	s. See Part IV, line 17				
${f f}$ Investment management fees					
g Other (If line 11g amount exceed column (A) amount, list line 11g O)		911,764	809,814	52,299	49,651
12 Advertising and promotion .		152,276	122,212	1,339	28,725
13 Office expenses		1,312	255	1,047	10
14 Information technology		11,826	8,290	1,460	2,076
15 Royalties					
16 Occupancy		1,315	748	267	300
17 Travel		29,012	19,220	9,792	
18 Payments of travel or entertaining federal, state, or local public off					
19 Conferences, conventions, and	meetings				
20 Interest					
21 Payments to affiliates	<u> </u>				
22 Depreciation, depletion, and am	ortization	35,122	13,225	8,672	13,225
23 Insurance		16,128	9,589	3,258	3,281
24 Other expenses. Itemize expen (List miscellaneous expenses in amount exceeds 10% of line 25 line 24e expenses on Schedule	line 24e. If line 24e , column (A) amount, list				
a Equipment & software		48,034	33,502	11,275	3,257
b Professional developmen		23,879	15,844	2,938	5,097
c Program event expenses		10,926	9,746	1,180	
d Miscellaneous		10,913	785	5,874	4,254
e All other expenses		29,638	10,882	15,166	3,590
25 Total functional expenses. Add	lines 1 through 24e	12,107,353	11,278,103	414,521	414,729

26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ▶ ☐ if following SOP 98-2 (ASC 958-720).

		(2021)					Page 11
Pa	art X	Balance Sheet					_
		Check if Schedule O contains a response or	note to	any line in this Part IX .			<u> </u>
					(A) Beginning of year		(B) End of year
	1	Cash-non-interest-bearing			14,812,486	1	9,633,447
	2	Savings and temporary cash investments				2	
	3	Pledges and grants receivable, net			28,627,003	3	20,008,794
	4	Accounts receivable, net			4		
	5 6	Loans and other receivables from any current trustee, key employee, creator or founder, su controlled entity or family member of any of t Loans and other receivables from other disqu under section 4958(f)(1)), and persons described.	bstant hese p alified	ial contributor, or 35% persons persons (as defined		5	
	_		i ibcu i	1930(0)(3)(2)		6	
Assets	7	Notes and loans receivable, net				7	
SS	8	Inventories for sale or use			15,087	8	124,909
A	9	Prepaid expenses and deferred charges .	· ·		15,007	9	124,909
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	112,609			
	ь	Less: accumulated depreciation	10b	55,276	83,969	10c	57,333
	11	Investments—publicly traded securities .				11	13,567,947
	12	Investments—other securities. See Part IV, li	ne 11			12	
	13	Investments—program-related. See Part IV, I	ine 11			13	
	14	Intangible assets		14			
	15	Other assets. See Part IV, line 11	488	15	488		
	16	Total assets: Add lines 1 through 15 (must e	ne 33)	43,539,033	16	43,392,918	
	17	Accounts payable and accrued expenses .		158,178	17	210,946	
	18	Grants payable			75,000	18	
	19	Deferred revenue				19	
	20	Tax-exempt bond liabilities				20	
S	21	Escrow or custodial account liability. Complet	te Pari	: IV of Schedule D		21	
Liabilities	22	Loans and other payables to any current or fo key employee, creator or founder, substantial controlled entity or family member of any of t	contr	ibutor, or 35%		22	
- 2	22	Secured mortgages and notes payable to unre				22	
	23 24					24	
		Unsecured notes and loans payable to unrelated Other liabilities (including federal income tax)		· —	87,037	25	5,793,250
	25	parties, and other liabilities not included on li Complete Part X of Schedule D			01,007	25	5,735,250
	26	Total liabilities. Add lines 17 through 25 .			320,215	26	6,004,196
es		Organizations that follow FASB ASC 958, che	ck her	e 🕨 🗹 and complete			
Balances	27	lines 27, 28, 32, and 33. Net assets without donor restrictions			5,829,437	27	12,179,378
nd B	28	Net assets with donor restrictions	L	37,389,381	28	25,209,344	
Fund		Organizations that do not follow FASB ASC 9	58, ch	eck here 🕨 🗌 and			
o	29	complete lines 29 through 33. Capital stock or trust principal, or current fun	ds .			29	
ets	30	Paid-in or capital surplus, or land, building or		_		30	
Assets or	31	Retained earnings, endowment, accumulated i		-		31	
ot A	32	Total net assets or fund balances			43,218,818	32	37,388,722
Net	33	Total liabilities and het assets/fund balances			43,539,033	33	43,392,918
	l						Form 990 (2021

Both consolidated and separate basis

2b

2c

За

3b

Yes

Yes

Νo

Form 990 (2021)

b Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate

Consolidated basis

a separate basis, consolidated basis, or both:

Single Audit Act and OMB Circular A-133?

Separate basis

Schedule O.

Consolidated basis

basis, consolidated basis, or both: Separate 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?

If the organization changed either its oversight process or selection process during the tax year, explain in

3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the

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.

Form 990 (2021)						
Additional Data		Return to Form				
	Software ID:					
	Software Version:					
Form 990, Special Condition Description:						
	Special Condition Description					

(Form 990) Department of the Treasury

Internal Revenue Service

Solutions Project Inc

Name of the organization

SCHEDULE A

Public Charity Status and Public Support Complete if the organization is a section 501(c)(3) organization or a section

Complete if the organization is a section SU1(c)(3) organization or a 4947(a)(1) nonexempt challet trust.

► Attach to Form 990 or Form 990-EZ.

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

202 Open to Pu

OMB No. 1545-0047

open to Publ Inspection Employer identification number

46-3811348

Pa	rt I	Reason for Publi	c Charity St	tatus (All organiza	tions must co	mplete this p	art.) See instructio	ns.
The o	organi	zation is not a private fo	oundation beca	use it is: (For lines 1	through 12, ch	eck only one bo	ox.)	
1		A church, convention	of churches, or	r association of church	nes described i	n section 170(l	o)(1)(A)(i).	
2		A school described in	section 170(b))(1)(A)(ii). (Attach So	chedule E (Forn	n 990).)		
3		A hospital or a cooper	ative hospital	service organization d	lescribed in sec	tion 170(b)(1)	(A)(iii).	
4		A medical research org hospital's name, city,		rated in conjunction w	rith a hospital d	lescribed in sec	tion 170(b)(1)(A)(iii). Enter the
5		An organization operat 170(b)(1)(A)(iv). (Co			versity owned o	or operated by a	a governmental unit d	escribed in section
6		A federal, state, or loc	al government	or governmental unit	described in se	ection 170(b)(1	L)(A)(v).	
7	V	An organization that no described in section 1	•	· ·		om a governme	ntal unit or from the o	eneral public
8		A community trust des	scribed in secti	ion 170(b)(1)(A)(vi).	(Complete Par	t II.)		
9		An agricultural researd university or a non-lan						
10	An organization that normally receives: (1) more than 331/3% 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.						
а		Type I. A supporting o supported organization organization. You mus	(s) the power	to regularly appoint o	r elect a majori			
b		Type II. A supporting management of the su must complete Part IV	pporting organ	ization vested in the s			• , , ,	
С		Type III functionally i supported organization	ntegrated. A s	upporting organizatio	•	·	, -	rated with, its
d		Type III non-functions not functionally integral (see instructions). You	ated. The orga	nization generally mu	st satisfy a dist	ribution require		
е		Check this box if the o	-				s a Type I, Type II, T	ype III functionally
f	Ente	integrated, or Type III r the number of support			-			
g	Linco		-				· · · · · · · · <u> </u>	
	(i) Name of supported (ii) EIN (iii) Type o organization organization		(iii) Type of organization (described on lines	(iv) Is the listed in you	organization ur governing ment?	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)	
				1- 10 above (see instructions))	Yes	No		
			I					
Tota								
		work Reduction Act Noti	ce. see the Inc	structions for	Cat. No. 11285	5 F	Schedule	A (Form 990) 2021
	•	or 990-EZ.	cc, see the Ilis	SCI MCCIONS TOI	Cut. NO. 1120.	<i>,</i> ,	Scriedun	. A (1 01111 990) 2021

16,325,635

Schedule A	(Form 990) 202
Part II	Support Sc

Schedule A		
Part II	port	

Schedule A Part II	`	port	
		mnlei	

- plete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Section A. Public Support

include any "unusual grant.") . . 2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf The value of services or facilities furnished by a governmental unit to the organization without charge...

Total. Add lines 1 through 3 The portion of total contributions by each person (other than a governmental unit or publicly

line 4.

Calendar year

supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column **Public support.** Subtract line 5 from

Section B. Total Support

securities loans, rents, royalties and income from similar sources

business activities, whether or not the business is regularly carried 10 Other income. Do not include gain

> or loss from the sale of capital assets (Explain in Part VI.). . Total support. Add lines 7 through

(or fiscal year beginning in)

Amounts from line 4. . Gross income from interest, dividends, payments received on

Net income from unrelated

- Part III. If the organization failed to qualify under the tests listed below, please complete Part III.)
- Calendar year (or fiscal year beginning in)
 - (a) 2017 Gifts, grants, contributions, and membership fees received. (Do not
 - 2.385.059

2,385,059

2,385,059

Public support percentage for 2020 Schedule A, Part II, line 14

Public support percentage for 2021 (line 6, column (f) divided by line 11, column (f))

Section C. Computation of Public Support Percentage

7,788

(a) 2017

- **(b)** 2018

(b) 2018

3,217,814

3.217.814

3,217,814

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,

17a 10%-facts-and-circumstances test—2021. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported

h 10%-facts-and-circumstances test—2020. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly

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

16a 33 1/3% support test-2021. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box b 33 1/3% support test-2020. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this

4,797

(c) 2019

(c) 2019

1,797,885

1,797,885

1,797,885

3,544

100

(d) 2020

(d) 2020

2.039.954

2.039.954

2,039,954

385

1,125

(e) 2021

12

14

15

(e) 2021

- - - 6.884.923

6,884,923

6,884,923

6.737

8,397

(f) Total

- 16,325,635
- 4,064,428



(f) Total

12,261,207

16,325,635

23,251

9,622

16,358,508

209,500

74.950 %

57.430 %

Schedule A (Form 990) 2021

Sche	dule A (Form 990) 2021						Page 3
P	Support Schedule f	for Organiza	tions Descr	ibed in Section	on 509(a)(2)		
	(Complete only if you						alify under Part
- 54	II. If the organization ection A. Public Support	rans to quan	ry under the i	lests listed bei	ow, piease com	ipiete Part II.)	
	ndar year	() 2 2 4 7	422242	() 2 2 4 2	(1) 2022	() 2021	(6) =
	fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
-	include any "unusual grants.") . Gross receipts from admissions,						
2	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						
h	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. Add lines 7a and 7b						
8	Public support. (Subtract line 7c						
o	from line 6.)						
Se	ection B. Total Support						
Cale	ndar year	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
(or f	fiscal year beginning in) 🟲	(a) 2017	(b) 2018	(6) 2019	(d) 2020	(e) 2021	(I) 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.						
С	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.)	<u></u>					
14	First 5 years. If the Form 990 is for						
	check this box and stop here						🖊
	ection C. Computation of Pub				· · ·		
15	Public support percentage for 2021 ((line 8, column	(t) divided by li	ne 13, column (f))	· · 15	

Public support percentage from 2020 Schedule A, Part III, line 15 16

Section D. Computation of Investment Income Percentage

Investment income percentage for 2021 (line 10c, column (f) divided by line 13, column (f)) Investment income percentage from **2020** Schedule A, Part III, line 17

is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Schedule A (Form 990) 2021

17

19a 331/3% support tests—2021. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization b 33 1/3% support tests—2020. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18

Yes

2

За

3b

3с

4a

4b

4c

5a

5b

5c

6

7

8

9a

9b

9c

10a

10b Schedule A (Form 990) 2021

Page 4

No

Part IV Supporting Organizations (Complete only if you checked a box on line 12 of Part I. If you checked box 12a, of Part I, complete Sections A and B. If you

omplete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you

omplete Sections A and D, and complete Part V.)

Section A	All Supporting Organ
checked box	12d, of Part I, co
checked	box 12b, of Part I, co

	occion in in outporting organizations		
			,
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	

Supporting Organizations

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

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

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

Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the

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

Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with

Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If

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)

b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the

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

assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.

Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from,

Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine

all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.

Substitutions only. Was the substitution the result of an event beyond the organization's control?

the filing organization's supported organizations? If "Yes," provide detail in Part VI.

regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).

supporting organization had an interest? If "Yes," provide detail in Part VI.

Did the organization have any supported organization that does not have an IRS determination of status under was described in section 509(a)(1) or (2).

section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization

3b and 3c below.

Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines

made the determination.

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 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.

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.

or supervised by or in connection with its supported organizations.

amendment to the organizing document).

organization's organizing document?

"Yes," complete Part I of Schedule L (Form 990).

(1) or (2))? If "Yes," provide detail in Part VI.

organizations)? If "Yes," answer line 10b below.

whether the organization had excess business holdings).

Supporting Organizations (continued)

2a

2b

За

3b Schedule A (Form 990) 2021

Page **5**

11	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11d below, the governing body of a supported organization?	11a		
b	A family member of a percent described on 11a above?	11a		
C	,			
	Part VI	1111		
<u>S</u>	Section B. Type I Supporting Organizations		1	
			Yes	No
1	Did the officers, directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appeand/or remove directors or trustees were allocated among the supported organizations and what conditions or restriction if any, applied to such powers during the tax year.	oint		
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 su 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			<u> </u>
			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	1		
	management of the supporting organization was vested in the same persons that controlled or managed the supported			
	Section ^z ກໍ່ເ ^ລ ິ່ມເກົ່ຽງpe III Supporting Organizations		ı	
			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	c		
	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 to	ie		
	organization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By reason of the relationship described in line 2 above, did the organization's supported organizations have a			
	significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organization's	ons 3		
-5	Section E. Type III Functionally-Integrated Supporting Organizations			<u> </u>
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see	instruction	ns):	
	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.			
	The organization supported a governmental entity. Describe in Part VI how you supported a government e	ntity (see		
	instructions)	., (230		

reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the

a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of

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.

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

Parent of Supported Organizations. Answer lines 3a and 3b below.

each of the supported organizations? If "Yes" or "No", provide details in Part VI.

organization was responsive to those supported organizations, and how the organization determined that these activities

constituted substantially all of its activities.

b Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or

more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the

organization's involvement.

Multiply line 5 by 0.035

Enter 85% of line 1

Enter greater of line 2 or line 3 Income tax imposed in prior year

instructions)

temporary reduction (see instructions)

3

Recoveries of prior-year distributions

Minimum Asset Amount (add line 7 to line 6) Section C - Distributable Amount

Adjusted net income for prior year (from Section A, line 8, Column A)

Minimum asset amount for prior year (from Section B, line 8, Column A)

Distributable Amount. Subtract line 5 from line 4, unless subject to emergency

(A) Prior Year (B) Current Year Section A - Adjusted Net Income (optional) 1 Net short-term capital gain 1 2 Recoveries of prior-year distributions 3 Other gross income (see instructions) Add lines 1 through 3 4 5 Depreciation and depletion 5 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) 7 7 Other expenses (see instructions) Adjusted Net Income (subtract lines 5, 6 and 7 from line 4) 8 (A) Prior Year Section B - Minimum Asset Amount (B) Current Year (optional) 1 Aggregate fair market value of all non-exempt-use assets (see instructions for 1 short tax year or assets held for part of year): 1a a Average monthly value of securities **b** Average monthly cash balances 1b c Fair market value of other non-exempt-use assets 1c 1d d Total (add lines 1a, 1b, and 1c) 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 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions). 5 Net value of non-exempt-use assets (subtract line 4 from line 3) 5

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.

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

Page **6**

1 2 3

6 7

8

4

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

Current Year

Schedule A (Form 990) 2021

Schedule A (Form 990) (2021)

a Applied to underdistributions of prior yearsb Applied to 2021 distributable amount

See instructions.

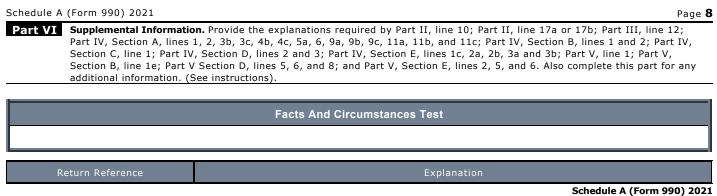
a Excess from 2017. . . .
 b Excess from 2018. . . .
 c Excess from 2019. . . .
 d Excess from 2020. . . .
 e Excess from 2021. . . .

3j and 4c.

8 Breakdown of line 7:

c Remainder. Subtract lines 4a and 4b from line 4.
 5 Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, explain in Part VI

6 Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in Part VI. See instructions.
 7 Excess distributions carryover to 2022. Add lines



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

OMB No. 1545-0047

Open to Public Inspection

▶ 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.

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C. Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B. Section 527 organizations: Complete Part I-A only. If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B. Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A. If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then Section 501(c)(4), (5), or (6) organizations: Complete Part III. Name of the organization **Employer identification number** Solutions Project Inc 46-3811348 Complete if the organization is exempt under section 501(c) or is a section 527 organization. Part I-A Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities." 2 Political campaign activity expenditures. See instructions Volunteer hours for political campaign activities. See instructions Part I-B Complete if the organization is exempt under section 501(c)(3). 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 Was a correction made? If "Yes," describe in Part IV. Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3). Enter the amount directly expended by the filing organization for section 527 exempt function activities 1 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b.......... 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. (b) Address (a) Name (c) EIN (d) Amount paid from (e) Amount of filing organization's political contributions funds. If none, enter received and -0-. promptly and directly delivered to a separate political organization. If none, enter -0-. 5 For Paperwork Reduction Act Notice, see the instructions for Form 990. Schedule C (Form 990) 2021 Cat. No. 50084S

Part II-B

2

(b)

(a)

Page 3

activ	iach "Yes" response on lines 1a through 11 below, provide in Part IV a detailed description of the lobbying ity.	Yes	No		Amoun	+
1	During the year, did the filing organization attempt to influence foreign, national, state or local	103	140	1	Aiiiouii	
1	legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:					
а	Volunteers?					
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?					
c	Media advertisements?					
d	Mailings to members, legislators, or the public?					
е	Publications, or published or broadcast statements?					
f	Grants to other organizations for lobbying purposes?					
g	Direct contact with legislators, their staffs, government officials, or a legislative body?					
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?					
i	Other activities?					
j	Total. Add lines 1c through 1i					
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?					
b	If "Yes," enter the amount of any tax incurred under section 4912					
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912					
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?					
Par	t III-A Complete if the organization is exempt under section $501(c)(4)$, section section $501(c)(6)$.	501 (c)(5),	or		
					Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?			1		

Did the organization make only in-house lobbying expenditures of \$2,000 or less? 2 Did the organization agree to carry over lobbying and political expenditures from the prior year? 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." Dues, assessments and similar amounts from members

filed Form 5768 (election under section 501(h)).

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). Carryover from last year

Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .

If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess

2a 2b

does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year? Taxable amount of lobbying and political expenditures. See Instructions

2c 3

4

5

Supplemental Information Part IV

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and

2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference Part I-A, Line 1: There were no political campaign activities. Schedule C (Form 990) 2021

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Name of the organization

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 <u>www.irs.gov/Form990</u> for instructions and the latest information.

2021

Employer identification number

OMB No. 1545-0047

Open to Public Inspection

Sol	utions Project Inc					46-	3811348
Pa	rt I Organizations Maintaining Donor A						
	Complete if the organization answered						
	Takal musahan ah and af usan	(a) Dono	r adv	vised 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 add the organization's property, subject to the organizat	-					
6	Did the organization inform all grantees, donors, and charitable purposes and not for the benefit of the do impermissible private benefit?	nor or donor adviso	or, o	r for any ot	her purpos	e con	ferring
Pa	Complete if the organization answered						
1	Purpose(s) of conservation easements held by the o						
	Preservation of land for public use (e.g., recreati	•				nistor	ically important land area
	Protection of natural habitat			Preservat	tion of a ce	ertifie	ed historic structure
	Preservation of open space						
2	Complete lines 2a through 2d if the organization hel	ld a qualified cons	ervat	tion contrib	ution in th	e forr	n of a conservation
_	easement on the last day of the tax year.	ia a quannea const	Ji va	cion contino	deron in en		Held at the End of the Year
а	Total number of conservation easements					2a	
b	Total acreage restricted by conservation easements	5				2b	
_	Number of conservation easements on a certified his	storic structure inc	ماييا	d in (a)	1	2c	
c d	Number of conservation easements included in (c) a			` ,	<u> </u>	2d	
	historic structure listed in the National Register				L		
3	Number of conservation easements modified, transfetax year	erred, released, ex	tingı	uished, or t	erminated	by th	ne organization during the
4	Number of states where property subject to conserv	vation easement is	loca	ated 🟲			
5	Does the organization have a written policy regardin violations, and enforcement of the conservation eas					ing of	Yes No
6	Staff and volunteer hours devoted to monitoring, inspect	specting, handling	of vi	olations, a	nd enforcir	ng cor	nservation easements during the
7	Amount of expenses incurred in monitoring, inspecti	ing, handling of vio	olatio	ons, and er	iforcing co	nserv	ation easements during the year
8	Does each conservation easement reported on line (B)(i) and section 170(h)(4)(B)(ii)?						70(h)(4) Yes No
9	In Part XIII, describe how the organization reports balance sheet, and include, if applicable, the text of the organization's accounting for conservation ease	conservation ease the footnote to th	ment	ts in its rev	enue and	exper	nse statement, and
Par	Complete if the organization answered	ons of Art, His				r Ot	her Similar Assets.
1a	If the organization elected, as permitted under FAS of art, historical treasures, or other similar assets h	B ASC 958, not to eld for public exhil	repo oition	ort in its re	venue stat n, or resea	rch ir	n furtherance of public
b	service, provide, in Part XIII, the text of the footno If the organization elected, as permitted under FAS	B ASC 958, to repo	ort ir	n its revenu	ie stateme	nt an	d balance sheet works of
	art, historical treasures, or other similar assets held provide the following amounts relating to these item	is:					
	(i) Revenue included on Form 990, Part VIII, line 1						
(i	i) Assets included in Form 990, Part X						
2	If the organization received or held works of art, his following amounts required to be reported under FA					finan	cial gain, provide the
а	Revenue included on Form 990, Part VIII, line 1						· · • \$
b	Assets included in Form 990, Part X						. 🕨 \$

3 a	Using the organization's acquisition, access collection items (check all that apply): Public exhibition	sion, and otl	her rec	ords, che d	_		_	_	ficant use of	its	
	Public exhibition				_		iange pro				
b	Scholarly research			е	Othe	r					
С	Preservation for future generations										
4	Provide a description of the organization's Part XIII.	collections a	ınd exp	lain how	they furth	er the o	organizatio	on's exempt	purpose in		
5	During the year, did the organization solicit assets to be sold to raise funds rather than								Yes	No	
Pa	rt IV Escrow and Custodial Arran Complete if the organization an Part X, line 21.			Form 9	990, Part	IV, line	e 9, or re	ported an	amount or	Form	990,
1a	Is the organization an agent, trustee, custo included on Form 990, Part X?								Yes	No	
b	If "Yes," explain the arrangement in Part X	III and com	plete th	ne follow	ing table:				Amount		_
С	Beginning balance				-		1c				_
d	Additions during the year						1d				_
е	Distributions during the year						1e				_
f	Ending balance						1f				_
2a	Did the organization include an amount on	Form 990, I	Part X,	line 21,	for escrow	or cust	odial acco	unt liability	? Yes	No	
b	If "Yes," explain the arrangement in Part X	III. Check h	nere if t	he expla	nation has	s been p	rovided in	n Part XIII	□		
Pā	rt V Endowment Funds.	swarad "V	oc" on	Form (100 Bart	T\/ line	. 10				
	Complete if the organization an	(a) Curre			Prior year			(d) Three ye	ears back (e)	Four yea	ars back
1a	Beginning of year balance										
b	Contributions										
С	Net investment earnings, gains, and losses										
d	Grants or scholarships							1			
e	Other expenditures for facilities and programs										
f	Administrative expenses										
g	End of year balance										
2	Provide the estimated percentage of the cu	rrent year e	nd bala	nce (line	e 1g, colun	nn (a))	held as:				
а											
b	Permanent endowment										
С	Term endowment		1000/								
3a	The percentages on lines 2a, 2b, and 2c sl Are there endowment funds not in the poss	-			hat aro ho	ld and a	dministor	nd for the			
Ja	organization by:	ession or the	e organ	iizatioii t	ilat ale lie	iu aiiu c	ullillister	eu ioi tile		Yes	No
	(i) Unrelated organizations								3a(i)		
	(ii) Related organizations								3a(ii)		
b	If "Yes" on 3a(ii), are the related organizat	tions listed a	as requ	ired on S	schedule R	?			3b		
4	Describe in Part XIII the intended uses of t	the organiza	ition's e	endowme	ent funds.						
Pa	rt VI Land, Buildings, and Equipm										
	Complete if the organization an Description of property (a) Cost or oth (investment)	ner basis			basis (other)			e Form 99 depreciation		line 10 ook valu	
	Land										
	Buildings										
	Leasehold improvements					+					
	Equipment				33,25	9		13,397			19,862
	Other				79,35	_		41,879			37,471
	I. Add lines 1a through 1e. (Column (d) must	equal Form	990, Pai	rt X, colu	mn (B), line	= 10(c).)	<u>.</u> .	•			57,333

	(Form 990) 2021 Investments - Other Securities.				Page
	Complete if the organization answered "Yes" on Form 99 (a) Description of security or category (including name of security)	(b) Book	((c) Method	90, Part X, line 12. I of valuation: Year market value
(1) Financia	al derivatives	value	0031	01 0110 01	year market value
	-held equity interests				
(A)					
(B)					
(C)					
(D)					
(E)					
(F)					
(G)					
(H)					
Fotal. (Colum	in (b) must equal Form 990, Part X, col. (B) line 12.)				
Part VIII	Investments - Program Related. Complete if the organization answered 'Yes' on Form 99	0. Part I	V. line 11c. Se	e Form 9	90. Part X. line 13.
	(a) Description of investment		(b) Book value	(c)	Method of valuation: end-of-year market value
(1)				Cost of	end-or-year market value
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(0)					
(0)					
(9)					
Total. (Colum	on (b) must equal Form 990, Part X, col.(B) line 13.) Other Assets.	•			
Total. (Colum		<u> </u>	/, line 11d. See	: Form 990), Part X, line 15.
Fotal. (Colum	Other Assets. Complete if the organization answered 'Yes' on Form 990	<u> </u>	/, line 11d. See	: Form 990	
Part IX	Other Assets. Complete if the organization answered 'Yes' on Form 990	<u> </u>	/, line 11d. See	: Form 990	
Part IX (1)	Other Assets. Complete if the organization answered 'Yes' on Form 990	<u> </u>	/, line 11d. See	: Form 990	
Part IX (1) (2)	Other Assets. Complete if the organization answered 'Yes' on Form 990	<u> </u>	/, line 11d. See	: Form 990	
(1) (2) (3)	Other Assets. Complete if the organization answered 'Yes' on Form 990	<u> </u>	/, line 11d. See	: Form 990	
(1) (2) (3) (4)	Other Assets. Complete if the organization answered 'Yes' on Form 990	<u> </u>	/, line 11d. See	Form 990	
Total. (Column Part IX (1) (2) (3) (4) (5)	Other Assets. Complete if the organization answered 'Yes' on Form 990	<u> </u>	/, line 11d. See	Form 990	
(1) (2) (3) (4) (5)	Other Assets. Complete if the organization answered 'Yes' on Form 990	<u> </u>	/, line 11d. See	Form 990	
(1) (2) (3) (4) (5) (6) (7)	Other Assets. Complete if the organization answered 'Yes' on Form 990	<u> </u>	/, line 11d. See	Form 990	
(1) (2) (3) (4) (5) (6) (7) (8)	Other Assets. Complete if the organization answered 'Yes' on Form 990 (a) Description	<u> </u>	/, line 11d. See	: Form 990	
(1) (2) (3) (4) (5) (6) (7) (8)	Other Assets. Complete if the organization answered 'Yes' on Form 990 (a) Description (a) Description mn (b) must equal Form 990, Part X, col.(B) line 15.) Other Liabilities. Complete if the organization answered 'Yes' on Form 990), Part I\			
(1) (2) (3) (4) (5) (6) (7) (8) (9) (1) (Column Part X	Other Assets. Complete if the organization answered 'Yes' on Form 990 (a) Description (b) must equal Form 990, Part X, col.(B) line 15.) Other Liabilities.), Part I\			
Fotal. (Column Part IX (1) (2) (3) (4) (5) (6) (7) (8) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7	Other Assets. Complete if the organization answered 'Yes' on Form 990 (a) Description (b) must equal Form 990, Part X, col.(B) line 15.) Other Liabilities. Complete if the organization answered 'Yes' on Form 990 See Form 990, Part X, line 25.), Part I\			(b) Book value
(1) (2) (3) (4) (5) (6) (7) (8) (9) (1) Federal (2)	Other Assets. Complete if the organization answered 'Yes' on Form 990 (a) Description mn (b) must equal Form 990, Part X, col.(B) line 15.) Other Liabilities. Complete if the organization answered 'Yes' on Form 990 See Form 990, Part X, line 25. (a) Description of liability), Part I\			(b) Book value
(1) (2) (3) (4) (5) (6) (7) (8) (9) (1) Federal (2) (3)	Other Assets. Complete if the organization answered 'Yes' on Form 990 (a) Description mn (b) must equal Form 990, Part X, col.(B) line 15.) Other Liabilities. Complete if the organization answered 'Yes' on Form 990 See Form 990, Part X, line 25. (a) Description of liability), Part I\			(b) Book value
(1) (2) (3) (4) (5) (6) (7) (8) (9) (1) (1) Federal (2) (3)	Other Assets. Complete if the organization answered 'Yes' on Form 990 (a) Description mn (b) must equal Form 990, Part X, col.(B) line 15.) Other Liabilities. Complete if the organization answered 'Yes' on Form 990 See Form 990, Part X, line 25. (a) Description of liability), Part I\			(b) Book value
(1) (2) (3) (4) (5) (6) (7) (8) (9) (1) Federal (2) (3)	Other Assets. Complete if the organization answered 'Yes' on Form 990 (a) Description mn (b) must equal Form 990, Part X, col.(B) line 15.) Other Liabilities. Complete if the organization answered 'Yes' on Form 990 See Form 990, Part X, line 25. (a) Description of liability), Part I\			(b) Book value
(1) (2) (3) (4) (5) (6) (7) (8) (9) (1) (1) Federal (2) (3) (4)	Other Assets. Complete if the organization answered 'Yes' on Form 990 (a) Description mn (b) must equal Form 990, Part X, col.(B) line 15.) Other Liabilities. Complete if the organization answered 'Yes' on Form 990 See Form 990, Part X, line 25. (a) Description of liability), Part I\			(b) Book value
(1) (2) (3) (4) (5) (6) (7) (8) (9) (1) Federal (2) (3) (4)	Other Assets. Complete if the organization answered 'Yes' on Form 990 (a) Description mn (b) must equal Form 990, Part X, col.(B) line 15.) Other Liabilities. Complete if the organization answered 'Yes' on Form 990 See Form 990, Part X, line 25. (a) Description of liability), Part I\			(b) Book value
(1) (2) (3) (4) (5) (6) (7) (8) (9) Total. (Column Part X	Other Assets. Complete if the organization answered 'Yes' on Form 990 (a) Description mn (b) must equal Form 990, Part X, col.(B) line 15.) Other Liabilities. Complete if the organization answered 'Yes' on Form 990 See Form 990, Part X, line 25. (a) Description of liability), Part I\			(b) Book value
(1) (2) (3) (4) (5) (6) (7) (8) (9) Total. (Column Part X) 1. (1) Federal (2) (3) (4) (5) (6) (7)	Other Assets. Complete if the organization answered 'Yes' on Form 990 (a) Description mn (b) must equal Form 990, Part X, col.(B) line 15.) Other Liabilities. Complete if the organization answered 'Yes' on Form 990 See Form 990, Part X, line 25. (a) Description of liability), Part I\			(b) Book value

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Part XI

1

2

3

2

3

Page 4

6,277,257

7,109,557

7,109,557

12,107,353

12,107,353

12,107,353

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return. Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

Total revenue, gains, and other support per audited financial statements . 1

Amounts included on line 1 but not on Form 990, Part VIII, line 12: Net unrealized gains (losses) on investments 2a -832,300

2b

Donated services and use of facilities Other (Describe in Part XIII.)

-832,300

Add lines 2a through 2d

Amounts included on Form 990, Part VIII, line 12, but not on line 1:

2c

2d

4a

4h

2a

2b 2c

2d

4a

4b

ultimately sustained for an individual uncertain tax position or for all uncertain tax positions in the

3

4c

5

1

2e

3

4c

2e

Investment expenses not included on Form 990, Part VIII, line 7b . Other (Describe in Part XIII.) Add lines **4a** and **4b** 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

Donated services and use of facilities

Add lines 2a through 2d

Subtract line **2e** from line **1**

Amounts included on Form 990, Part IX, line 25, but not on line 1: Investment expenses not included on Form 990, Part VIII, line 7b

Other losses Other (Describe in Part XIII.)

Amounts included on line 1 but not on Form 990, Part IX, line 25:

Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.) . . . 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.

Add lines 4a and 4b . .

Other (Describe in Part XIII.)

Return Reference

t XII, lines 2d and 4b. Also complete this part to provide any additional information. Part X, Line 2:

Explanation The Organization evaluates its uncertain tax positions and will recognize a loss contingency when it is probable that a liability has been incurred as of the date of the financial statements and the amount of the loss can be reasonably estimated. The amount recognized is subject to estimate and management judgment with respect to the likely outcome of each uncertain tax position. The amount that is

identify any uncertain tax positions.

Note: To capture the full Schedule I (Form 990) Department of the Treasury Internal Revenue Service Name of the organization Solutions Project Inc Part I General Inform		Grants and (Governments Complete if the organize	Other Assistand and Individuals ation answered "Yes," o Attach to Form v.irs.gov/Form990 for	e to Organiza in the United on Form 990, Part IV, 990.	ations, I States line 21 or 22.		AB No. 1545-0047 2021 Open to Public Inspection cation number
Does the organization mains the selection criteria used Describe in Part IV the organization That received more (a) Name and address of organization or government (1) 501CTHREE 5000 Parkway Calabasas	intain records to so to award the gran ganization's proced ssistance to Domes	ubstantiate the amount nts or assistance? lures for monitoring the stic Organizations and I	of the grants or assistants of the grant funds in the	ne United States. Complete if the organised.	nization answered "Yes" (f) Method of valuation (book, FMV, appraisal, other)	on Form 990, Part IV, line	Yes No. 21, for any recipient (h) Purpose of grant or assistance Sponsorship
Calabasas, C A 91302 (2) Action Center on Race and the Economy Institute 1901 West Carroll Avenue Chicago, IL 60612 (3) Alliance for a Just Society 3518 South Edmunds Street Seattle, WA 98118 (4) Alliance for a Just Society 3518 South Edmunds Street Seattle, WA 98118 (5) Alliance for Global Justice 225 East 26th Street Ste 1 Tuscon, AZ 85713 (6) Alliance for Global Justice 225 East 26th Street Ste 1 Tuscon, AZ 85713 (7) Alliance for Global Justice 225 East 26th Street Ste 1 Tuscon, AZ 85713 (7) Alliance for Global Justice 225 East 26th Street Ste 1 Tuscon, AZ 85713 (8) Allied For Global Justice 225 East 26th Street Ste 1 Tuscon, AZ 85713 (9) Another Gulf is Possible 3302 Canal St Suite 27 Houston, TX 77703 (10) Another Gulf is Possible 307 E Gadsden St	82-1199695 91-1635554 91-1635554 52-2094677 52-2094677 01-0559608	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	50,000 50,000 50,000 20,000 30,000 0	·		Solar kits Solar kits	Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant to Native Organizers Alliance Fighter Fund - Capacity Building Grant to Native Organizers Alliance Fighter Fund - Capacity Building Grant to Philly Thrive Fighter Fund - Capacity Building Grant to Philly Thrive Fighter Fund - Capacity Building Grant to Youth VS Apocalypse Fighter Fund - Capacity Building Grant to Michigan Environmental Justice Coalition Solar kits for Hurricane Ida relief
Pensacola, FL 32503 (11) Appalachian Voices 589 W King Street Boone, N C 28607 (12) Arizona Center for Empowerment 5716 North 19th Avenue Phoenix, A Z 85015 (13) Asian Pacific Environmental Network 426 17th Street Suite 500 Oakland, C A 94612 (14) Asian Pacific Environmental Network 427 17th Street Suite 500 Oakland, C A 94612 (15) Ayuda Legal Puerto Rico Inc 465 Ave Hostos San Juan, PR 00918 (16) Ayuda Legal Puerto Rico Inc	56-2049956 27-2366780 94-3261846 94-3261846 66-0890750	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 30,000 150,000 30,000 30,000	0 0 0			Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Grant Fighter Fund - Rapid Response Grant to Amigxs Del MAR Fighter Fund - Capacity Building
465 Ave Hostos San Juan, PR 00918 (17) Black Voters Matter Fund 3645 Marketplace Blvd Ste 130-2009 East Point, GA 30344 (18) Blacks in Green NFP 6011 S St Lawrence Chicago, IL 60637 (19) Brooklyn Queens Land Trust 30 3rd Avenue Ste 842 Brooklyn, NY 11217 (20) Carrizo Comecrudo Tribe of Texas 1251 Roemer Lane Unit C Floresville, TX 78114 (21) Carrizo Comecrudo Tribe of Texas 1250 Roemer Lane Unit C Floresville, TX 78114 (22) Casa Familiar Inc 119 W Hall Ave	81-3625061 45-2453557 61-1441052 75-2830923 75-2830923	501(c)(4) 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	20,000 30,000 50,000 30,000 30,000	0 0			Grant to Amigxs Del MAR Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant to The Good Life Garden Fighter Fund - Rapid Response Grant Fighter Fund - Rapid Response Grant Fighter Fund - Rapid Response Grant
San Ysidro, C A 92173 (23) Catalyst Miami 3000 Biscayne Blvd Ste 210 Miami, FL 33137 (24) Catalyst Miami 3001 Biscayne Blvd Ste 210 Miami, FL 33137 (25) Catalyst Miami 3002 Biscayne Blvd Ste 210 Miami, FL 33137 (26) Center for Biological Diversity PO Box 710 Tucson, A Z 85702 (27) Center for Community Action & Environmental Justice 3840 Sunnyhill Drive Jurupa Valley, C A 92509 (28) Center for Rural Enterprise & Environmental Justice	65-0690368 65-0690368 65-0690368 27-3943866 33-0562082	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	150,000 30,000 50,000 50,000	0 0 0			Grant Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant to Black Belt Citizens Fighting for Health & Justice Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant
8121 Longneedle Place Montgomery, A L 36117 (29) Central Florida Jobs with Justice 231 East Colonial Drive Orlando, FL 32801 (30) Climb Community Development Corporation 1526 Mills Ave Gulfport, MS 39501 (31) Coal River Mountain Watch 7503 Coal River Road Naoma, W V 25140 (32) Coalition of Community Organizations 5911 Market St Unit 15310 Houston, TX 77020 (33) Coalition of Community	20-1449852 27-3198260 55-0765268 46-4368352	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 50,000 10,000 30,000	0 0			Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant to HIJRA House Fighter Fund - Rapid Response Grant Fighter Fund - Rapid Response Grant
Organizations 5912 Market St Unit 15310 Houston,TX 77020 (34) Coalition of Community Organizations 5910 Market St Unit 15310 Houston,TX 77020 (35) Comite Civico del Valle Inc 235 Main Street Brawley, C A 92227 (36) Comite Civico del Valle Inc 235 Main Street Brawley, C A 92227 (37) Communities For A Better Environment 6325 Pacific Blvd Suite 300 Huntington Park, C A 90255	33-0411322 33-0411322 94-2998086 20-4629856	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 30,000 33,333 30,000	0 0			Response Grant to Fifth Ward Super Neighborhood Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Fighter Fund - Fighter Fund - Fighter Fund -
Cleanup Coalition 7400 3rd Avenue South Seattle, WA 98108 (39) Education Economics Environmental Climate and Health Organization 605 Rosemary Drive Gulfport, MS 39507 (40) Education Economics Environmental Climate and Health Organization 606 Rosemary Drive Gulfport, MS 39507 (41) Esperanza Community Housing 3655 South Grand Avenue Los Angeles, CA 90007 (42) Family Action Network Movement 710 Northeast 152nd Street Miami Beach, FL 33162	47-3809502 47-3809502 95-4230345 65-0334201	501(c)(3) 501(c)(3) 501(c)(3)	50,000 25,000 33,333 30,000	0			Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant
(43) Fund for Frontline Power 4096 Piedmont Ave 728 Oakland, C A 94611 (44) GASP 2320 Highland Avenue S Suite 270 Birmingham, A L 35205 (45) GASP 2321 Highland Avenue S Suite 270 Birmingham, A L 35205 (46) Georgia WAND Education Fund 250 Georgia Avenue Suite 202 Atlanta, G A 30312 (47) GO AustinVamos Austin 3710 Cedar Street Ste 230 Austin, T X 78705	27-0354485 27-0354485 20-3060988 83-0915321	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	1,000,000 50,000 30,000 50,000	0 0			Contribution to Fund for Frontline Power grantmaking Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Grant
(48) GO AustinVamos Austin 3710 Cedar Street Ste 230 Austin,TX 78705 (49) GOLES 169 Avenue B New York,NY 10009 (50) GOT Green 2514 South Graham Street Seattle, WA 98108 (51) Greater Birmingham Ministries 2304 12th Ave North Birmingham,AL 35234 (52) Green Technical Education And Employment 1026 Florin Road 152 Sacramento,CA 95831 (53) Groundswell	83-0915321 13-2915659 91-1656676 63-0577439 27-0595012	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 50,000 30,000 30,000 50,000	0 0 0			Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant to Alabama Poor People's Campaign Fighter Fund - Capacity Building Grant
80 M Street SE Washington, D C 20003 (54) Grow Greater Englewood (GGE) 7320 South Paxton Avenue Chicago, IL 60649 (55) Harambee House Inc 1870 The Exchange Southeast Suite 200 Atlanta, G A 30339 (56) Haser Inc 123 Loaiza Cordero San Juan, PR 00936 (57) HBCU Green Fund 627 Linda Way Forest Park, G A 30297 (58) Healthy Gulf 935 Gravier St Ste 700 New Orleans, L A 70112	47-2755538 58-2219332 66-0861655 47-5650301 72-1447742	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 30,000 20,000 30,000	0 0			Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant to Colibri Casa Pueblo De Adjuntas Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Capacity Building Grant Fighter Fund - Rapid Response Grant to Coalition for Environment, Equity, &
(59) Healthy Gulf 936 Gravier St Ste 700 New Orleans, LA 70112 (60) Higher Purpose Co 130 Desoto Ave Suite 10 Clarksdale, MS 38614 (61) Highlander Research & Education Center 1959 Highlander Way New Market, TN 37820 (62) Holman United Methodist Church 3320 West Adams Blvd Los Angeles, CA 90018 (63) Honor The Earth 607 Main Ave Callaway, MN 56521	72-1447742 82-1629178 62-0646373 95-2209953 45-4714238	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 30,000 30,000 33,333 20,000	0			Environment, Equity, & Resilience Fighter Fund - Rapid Response Grant to Coalition for Environment, Equity, & Resilience Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant to People's Advocacy Institute Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant
(64) Honor The Earth 607 Main Ave Callaway, MN 56521 (65) Indigenous Environmental Network PO Box 485 Bemidji, MN 56619 (66) Indigenous Environmental Network PO Box 485 Bemidji, MN 56619 (67) Institute for Climate and Peace Box 11642 Honolulu, HI 96828 (68) Institute for Washington's Future 203 West Holly Street Suite 311 Bellingham, WA 98225 (69) Jesus House New	45-4714238 38-3653476 38-3653476 83-1440386 91-0931421 46-4218756	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	50,000 50,000 30,000 30,000 30,000	0 0 0			Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant to Community to Community Fighter Fund -
(69) Jesus House New Orleans PO Box 465017 Lawrenceville, GA 30042 (70) Justice40 4096 Piedmont Ave 728 Oakland, CA 94611 (71) Kentuckians for the Commonwealth 131 N Mill St London, KY 40741 (72) Kentucky Coalition PO Box 1450 London, KY 40743 (73) Kheprw Institute 2525 Boulevard Pl Indianapolis, IN 46208 (74) Kua'aina Ulu Auamo 47-200 Waihee Road c/o KEY Project Kaneohe, HI 96744	46-4218756 61-1015576 31-1113237 20-0820589 45-4509939	501(c)(3) 501(c)(3) 501(c)(4) 501(c)(3) 501(c)(3)	30,000 250,000 20,000 30,000	0 0			Fighter Fund - Capacity Building Grant to Louisiana League of Conscious Votes Contribution to Justice40 Accelerator grantmaking Fighter Fund - Capacity Building Grant
Kaneohe, HI 96744 (75) La Marana 225 Calle del Parque San Juan, PR 00912 (76) LEAD Coalition of Bay County 320 E 7th Street Suite A Panama City, FL 32402 (77) LEAD Coalition of Bay County 1608 Baker Court Room 1 Panama City, FL 32401 (78) LEAD Coalition of Bay County 320 E 7th Street Suite A Panama City, FL 32402 (79) Leadership Counsel Justice Accountability 2210 San Joaquin Street Fresno, C A 93721 (80) Leaque Of Conservation	81-2636147 81-2636147 81-2636147 46-1517800 52-1379661	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 30,000 30,000	0	Purchase	Solar kits Solar kits	Solar kits for ongoing hurricane preparation Fighter Fund - Capacity Building Grant Solar kits for Hurricane Ida relief Fighter Fund - Rapid Response Grant Fighter Fund - Rapid Response Grant Fighter Fund - Rapid Response Grant
Voters Education Fund 740 15th NW Ste 700 Washington, D C 20005 (81) Little Manila Foundation 2155 S San Joaquin Street Stockton, C A 95206 (82) Little Manila Foundation 2154 S San Joaquin Street Stockton, C A 95206 (83) Little Village Environmental Justice Organization 2445 Spaulding Ave Chicago, IL 60623 (84) Louisiana Bucket Brigade 3416 Canal Street New Orleans, L A 70119 (85) Louisiana Bucket Brigade 3416 Canal Street	20-2661354 20-2661354 36-4259477 72-1488935	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 30,000 30,000 30,000	0 0			Capacity Building Grant to CHISPA Arizona Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant to Residents for Air Neutralization Fighter Fund - Capacity Building Grant to Residents for Air Neutralization
3416 Canal Street New Orleans, LA 70119 (86) Louisiana Bucket Brigade 3416 Canal Street New Orleans, LA 70119 (87) Louisiana Bucket Brigade 3416 Canal Street New Orleans, LA 70119 (88) Louisiana Bucket Brigade 3416 Canal Street New Orleans, LA 70119 (89) Louisiana Bucket Brigade 3416 Canal Street New Orleans, LA 70119 (89) Louisiana Bucket Brigade 3416 Canal Street New Orleans, LA 70119 (90) Louisiana Environmental Action Network 162 Croydon Ave	72-1488935 72-1488935 72-1488935 72-1488935	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 30,000 30,000 30,000	0 0			Grant to Inclusive Louisiana Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant to Concerned Citizens of St. John Fighter Fund - Capacity Building Grant to Rise St. James Fighter Fund - Capacity Building Grant to Rise St. James Fighter Fund - Capacity Building Grant to Rise St. James
Baton Rouge, LA 70806 (91) Lowcountry Alliance For Model Communities 201 Violet Drive Summerville, SC 29483 (92) Media Mobilizing Project 924 Cherry Street Philadelphia, PA 19107 (93) Milwaukee Environmental Consortium 1845 North Farwell Avenue Milwaukee, WI 53202 (94) MN350 4407 E Lake Street Minneapolis, MN 55406 (95) Mondo Bizarro	20-3979178 26-0307123 83-0373300 45-2754381 84-1891312	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 50,000 30,000 30,000	0 0			Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant to Thriving PA Working Group Fighter Fund - Capacity Building Grant to Wisconsin Green Muslims Fighter Fund - Capacity Building Grant to Rise Fighter Fund - Capacity Building Grant to Rise Fighter Fund - Rapid
609 Saint Ferdinand Street New Orleans, L A 70119 (96) Mondo Bizarro 609 Saint Ferdinand Street New Orleans, L A 70119 (97) Multiplier 548 Market Street PMB 81178 San Francisco, C A 94104 (98) Native Renewables 3111 North Caden Court Suite 130 Flagstaff, A Z 86004 (99) NC WARN 2812 Hillsborough Road Durham, N C 27705 (100) New Alpha Community	84-1891312 91-2166435 85-2285816 56-1734433 47-3582552	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 100,000 200,000 30,000	0 0			Response Grant to Another Gulf is Possible Collaborative Fighter Fund - Capacity Building Grant to Another Gulf is Possible Collaborative Fighter Fund - Capacity Building Grant to New York Energy Democracy Alliance Fighter Fund - Capacity Building Grant to NCCJC Fighter Fund -
Development Corp 1528 Palomar Parkway Florence, S C 29506 (101) New Alpha Community Development Corp 1528 Palomar Parkway Florence, S C 29506 (102) New Florida Majority Education Fund 10801 Biscayne Boulevard Suite 1050 Miami, FL 33161 (103) New Florida Majority Education Fund 10802 Biscayne Boulevard Suite 1050 Miami, FL 33161 (104) New Florida Majority Education Fund 10800 Biscayne Boulevard Suite 1050 Miami, FL 33161	47-3582552 45-3956785 45-3956785	501(c)(3) 501(c)(3) 501(c)(3)	20,000	0			Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Grant to Miami Climate Alliance Fighter Fund - Capacity Building Grant to Miami Climate Alliance Fighter Fund - Capacity Building Grant to Miami Climate Alliance
(105) New York City Environmental Justice Alliance 166A 22nd St Brooklyn, NY 11232 (106) North Carolina Association of Black Lawyers LLP PO Box 179 Durham, NC 27702 (107) Northeast Houston Redevelopment Council 9659 North Sam Houston Parkway East Suite 150-228 Humble, TX 77396 (108) One Voice 1072 JR Lynch Street Jackson, MS 39203	13-3779250 56-1348932 82-3382624 02-0787550	501(c)(3) 501(c)(3) 501(c)(3)	30,000 30,000 30,000	0			Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Grant Fighter Fund - Rapid Response Grant to North Montgomery Citizens United for Prosperity
(109) One Voice 1072 JR Lynch Street Jackson, MS 39203 (110) OPAL Environmental Justice Oregon 3202 SE 82nd Avenue Suite B Portland, OR 97266 (111) Open Buffalo 1327 Jefferson Ave Upper Buffalo, NY 14208 (112) Parceleras Afrocaribenas (PATBA) PO Box 1321 Saint Just Station Trujillo Alto, PR 00978 (113) Partnership for Southern Equity 55 Ivan Allen Jr Blvd NW	02-0787550 20-2782595 47-5317696 66-0924847 27-4424115	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	50,000 50,000 20,000 30,000	0 0			Fighter Fund - Capacity Building Grant to North Montgomery Citizens United for Prosperity Fighter Fund - Capacity Building Grant
Atlanta, GA 30308 (114) Partnership for Southern Equity 55 Ivan Allen Jr Blvd NW Atlanta, GA 30308 (115) People United for Sustainable Housing 429 Plymouth Avenue Buffalo, NY 14213 (116) Physicians For Social Responsibility Los Angeles 617 South Olive Street Suite 1100 Los Angeles, CA 90014 (117) Point Community Development Corporation 940 Garrison Avenue Bronx, NY 10474 (118) Point Community Development Corporation 940 Garrison Avenue Bronx, NY 10474 (119) Project South 9 Gammon Street Southeast Atlanta, GA 30315	27-4424115 20-3558447 95-3956136 13-3765140 13-3765140 58-1956686	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	200,000 200,000 33,333 25,000 200,000	0 0 0			Equity & Opp Collabarative Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant to Gulf Coast Center for Law & Policy Fighter Fund - Rapid Response Grant to Destination Design School of Agricultural Estates
(121) Project South 9 Gammon Street Southeast Atlanta, G A 30315 (122) Protect Our Aquifer 1726 Madison Ave Memphis, T N 38104 (123) Puerto Rico Community Foundation Inc 1719 Avenida Ponce de Leon San Juan, P R 00936 (124) Pure Justice 3418 Hwy 6 S Suite B314 Houston, T X 77082 (125) Redeemer Community Partnership 2706 Brighton Avenue Los Angeles, C A 90018 (126) Resilience Force 1441 Canal St Suite 423	58-1956686 81-4731640 66-0413230 82-2261227 91-2144336 84-5151214	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 30,000 30,000 33,333 30,000	0 0 0			Fighter Fund - Capacity Building Grant to Destination Design School of Agricultural Estates Fighter Fund - Rapid Response Grant to Memphis Community Against the Pipeline Fighter Fund - Capacity Building Grant to Comite Dialogo Ambiental Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant
New Orleans, LA 70112 (127) Rise St James 8581 Hwy 18 St James, LA 70086 (128) Rise St James 8581 Hwy 18 St James, LA 70086 (129) Safe Diversity Communities 15331 Kuykendahl Road 1201 Houston, TX 77090 (130) Safe Diversity Communities 15331 Kuykendahl Road 1201 Houston, TX 77090 (131) Safe Diversity Communities 15331 Kuykendahl Road 1201 Houston, TX 77090 (131) Save Our Illinois Land 218 N Oak Ave Bartlett, IL 60103 (132) Social & Environmental	75-0587180 75-0587180 81-3698937 95-4116679	501(c)(3) 501(c)(3) 501(c)(3)	0 30,000 10,000 50,000			Solar kits Solar battery kits	Capacity Building Grant Solar kits for Hurricane Ida relief Solar battery kits for Hurricane Ida relief Fighter Fund - Rapid Response Grant Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant Fighter Fund - Rapid
(132) Social & Environmental Entrepreneurs 23564 Calabasas Road Suite 201 Calabasas, C A 91302 (133) Social & Environmental Entrepreneurs 23564 Calabasas Road Suite 201 Calabasas, C A 91302 (134) Social & Environmental Entrepreneurs 23564 Calabasas Road Suite 201 Calabasas, C A 91302 (135) Sol Nation 5009 Beatties Ford Rd Suite 107-248 Charlotte, N C 28216 (136) Solar United Neighbors 1350 Connecticut Avenue NW Suite 412 Washington, D C 20036	95-4116679 95-4116679	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 70,000 30,000 20,000	0			Fighter Fund - Rapid Response Grant to Reclaim Our Power: Utility Justice Campaign Fighter Fund - Capacity Building Grant to Reclaim Our Power: Utility Justice Campaign Fighter Fund - Capacity Building Grant to Reclaim Our Power: Utility Justice Campaign Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant
	47-2733535 83-2442623 83-2442623 64-0819311 23-4393377	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	20,000 100,000 30,000 30,000 30,000	0 0 0			Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Grant to The Vessel Project Fighter Fund - Capacity Building
Presbyterian Church 12909 Old Hammond Highway Baton Rouge, LA 70816 (143) Steps Coalition 11975 Seaway Road Suite B225 Gulfport, MS 39503 (144) Strategic Concepts in Organizing and Policy Education 1715 W Florence Avenue Los Angeles, CA 90047 (145) Strategic Concepts in Organizing and Policy Education 1715 W Florence Avenue Los Angeles, CA 90047 (146) Strategic Concepts in Organizing and Policy Education 1715 W Florence Avenue Los Angeles, CA 90047 (146) Strategic Concepts in Organizing and Policy Education 1715 W Florence Avenue Los Angeles, CA 90047 (147) Sustainable Molokai 40 Ala Malama Avenue Ste 201 Kaunakakai, HI 96748 (148) Taproot Earth (Gulf Coast Center for Law and	23-4393377 11-3790429 95-4635737 95-4635737 27-3261673 87-1961840	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 30,000 30,000 33,333 200,000	0	Purchase	Solar battery kits	
Coast Center for Law and Policy) PO Box 521217 Tulsa, OK 74152 (149) Texas Environmental Justice Advocacy Services 900 Wayside Houston, TX 77011 (150) Texas Impact Education Fund 200 East 30th Street Austin, TX 78705 (151) The Alliance for Greater New York 50 Broadway 29th Floor New York, NY 10004 (152) The CLEO Institute 2103 Coral Way 2 Fl Miami, FL 33145 (153) The Descendants Project 157 Alexis Court	02-0749601 74-2989021 20-0559291 27-3185735 85-3094098	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	50,000 30,000 50,000 10,000	0 0			
Vacherie, LA 70090 (154) The Descendants Project 157 Alexis Court Vacherie, LA 70090 (155) The Fields Retreat & Learning Center Inc 13537 47th NW Annandale, MN 55302 (156) The Smile Trust Inc 937 NW 3rd Ave Miami, FL 33136 (157) Thunder Valley Community Development Corp 290 Empowerment Drive Porcupine, SD 57772 (158) Thunder Valley Community Development Corp 290 Empowerment Drive Porcupine, SD 57772 (159) Ti Ayiti Preparedness & Relief Institution 122 NE 78th St Miami, FL 33138 (160) Ti Ayiti Preparedness & Relief Institution 122 NE 78th St Miami, FL 33138	85-3094098 27-1709046 47-2964740 20-8090454 20-8090454 85-1538893	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 30,000 50,000 100,000 30,000	0 0 0			Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant
	94-3153687 94-3213100 51-0198509 57-1153178 95-2703575 83-2398323 83-2398323	501(c)(4) 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 30,000 50,000 30,000 30,000 30,000	0 0 0 0 0 0			Fighter Fund - Capacity Building Grant to Dream Defenders Fighter Fund - Capacity Building Grant to People Organizing to Demand Economic Rights Fighter Fund - Capacity Building Grant to New York Renews Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Fighter Fund - Rapid Response Grant to GINIW Collective Fighter Fund -
462 36th Street Suite 3A Brooklyn, N Y 11232 (169) Urban Tilth 323 Brookside Drive Richmond, C A 94804 (170) Urban Tilth 323 Brookside Drive Richmond, C A 94804 (171) Utah Din Bikyah 211 E Broadway Ste 211 Salt Lake City, U T 84110 (172) Vietnamese American Young Leaders Association 13235 Chef Menteur Hwy Ste A New Orleans, L A 70129 (173) Vietnamese American Young Leaders Association 13235 Chef Menteur Hwy Ste A New Orleans, L A 70129	20-4124161 20-4124161 61-1729917 33-1143213	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	10,000 30,000 50,000 30,000	0 0			Capacity Building Grant Fighter Fund - Rapid Response Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Grant
New Orleans, LA 70129 (174) Voices for a Sustainable Future PO Box 5780 Takoma Park, MD 20913 (175) W Montague Cobb NMA Health Institute 1050 Connecticut Ave NW Washington, DC 20036 (176) WeCount Inc PO Box 344116 Florida City, FL 33034 (177) West End Revitalization Association 206 Moore Road Box 661 Mebane, NC 27302 (178) West Street Recovery 2012 Emancipation Avenue Houston, TX 77003 (179) West Street Recovery 2012 Emancipation Avenue	27-1940927 26-2652958 56-2638368 56-1918414 82-2708194	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3)	30,000 30,000 30,000 30,000	0 0			Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant to Florida Clinicians for Climate Action Fighter Fund - Capacity Building Grant Fighter Fund - Capacity Building Grant Fighter Fund - Rapid Response Grant Fighter Fund - Rapid Response Grant
2012 Emancipation Avenue Houston, TX 77003 (180) Winneshiek Energy District 217 W Water St Unit 2 Decorah, I A 52101 (181) Winneshiek Energy District 217 W Water St Unit 2 Decorah, I A 52101 (182) Winneshiek Energy District 217 W Water St Unit 2 Decorah, I A 52101 (182) Winneshiek Energy District 217 W Water St Unit 2 Decorah, I A 52101 (183) Youth United for Community Action 2135 Clarke Avenue East Palo Alto, C A 94303	27-1525603 27-1525603 27-1525603 20-8221895 cion 501(c)(3) and are organizations list	501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3) government organization	30,000 30,000 ons listed in the line 1 to	0 0 0		Sche	

(3) (4)

(5)

Part IV

Part I, Line 2:

Return Reference

Explanation

- (6)

(7)

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

TSP utilizes a media tracker and works with grantees on a regular basis to bring communications support to their climate justice work to understand the impact of our grants through all those means. TSP also works with a third-party program evaluator to learn from our grantees all the ways our grant dollars contribute to their success. In the grant renewal process, TSP confirms federal tax status, mission updates, program updates, and staff/board updates with each grantee.

Schedule I (Form 990) 2021

(Form 990) 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. Department of the Treasury ▶ Go to <u>www.irs.gov/Form990</u> for instructions and the latest information. Internal Revenue Service

Schedule J

Compensation Information

2021 Open to Public

OMB No. 1545-0047

tern	at Revenue Service				Tuzb	ecuo			
Name of the organization Solutions Project Inc				Employer identificat	lentification number				
				46-3811348					
Pa	rt I Questions Regarding Compensation	n							
						Yes	No		
a	Check the appropriate box(es) if the organization pro 990, Part VII, Section A, line 1a. Complete Part III First-class or charter travel	to provide a		ng these items.					
	Travel for companions Tax idemnification and gross-up payments	Pay	ments for business use of pers	onal residence					
	Discretionary spending account		sonal services (e.g., maid, chauf						
b	If any of the boxes on Line 1a are checked, did the reimbursement or provision of all of the expenses of	-	. ,		1b				
2	Did the organization require substantiation prior to directors, trustees, officers, including the CEO/Exe	_			2	Yes			
}	Indicate which, if any, of the following the filing org organization's CEO/Executive Director. Check all th used by a related organization to establish compen	anization use at apply. Do	d to establish the compensation not check any boxes for metho	of the ds					
	Compensation committee Independent compensation consultant	_	tten employment contract npensation survey or study						

reimbursement or provision of all of the expenses described at	ove? If "No," complete Part III to explain	1b	
Did the organization require substantiation prior to reimbursing directors, trustees, officers, including the CEO/Executive Directors.	,	2	Ye
Indicate which, if any, of the following the filing organization us organization's CEO/Executive Director. Check all that apply. Do used by a related organization to establish compensation of the	o not check any boxes for methods		
Independent compensation consultant Co	ritten employment contract ompensation survey or study oproval by the board or compensation committee		

	directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?		res	
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.			
	Compensation committee ✓ Written employment contract Independent compensation consultant ✓ Compensation survey or study Form 990 of other organizations Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
а	Receive a severance payment or change-of-control payment?	4a		Νo
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b		Νo
С	Participate in, or receive payment from, an equity-based compensation arrangement?	4c		Νo
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:			
а	The organization?	5a		Νo
b	Any related organization?	5b		No
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any			

compensation contingent on the net earnings of: The organization? 6a If "Yes," on line 6a or 6b, describe in Part III. For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed

Νo Νo 7 Νo Were any amounts reported on Form 990, Part VII, paid or accured pursuant to a contract that was 8 subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations For Paperwork Reduction Act Notice, see the Instructions for Form 990. Cat. No. 50053T Schedule J (Form 990) 2021 Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

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

instructions, on row (ii). Do not list any individuals that are not listed Note. The sum of columns (B)(i)-(iii) for each listed individual must ed	on F qual t	orm 990, Part VII the total amount o	of Form 990, Part	VII, Section A, lin	e 1a, applicable co	olumn (D) and (E	i) amounts for	that individual.
(A) Name and Title	(B) Breakdown		C compensation,	(C) Retirement and other		(E) Total of columns	(F) Compensation in	
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	deferred compensation		(B)(i)-(D)	column (B) reported as deferred on prior Form 990
1Gloria Walton Board Member, President	(i)	264,881	0	0	19,500	5,952	290,333	0
	(ii)	0	0	0	0	0	0	 0
2Sarah Shanley Vice President, Brand and Partnershi	(i)	174,900	0	0	9,975	13,432	198,307	0
	(ii)	0	0	0	 0	0	0	
			ı	ı		I	Schedule J (Form 990) 2021

Schedule J (Form 990) 2021 Page 3 Part 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.

Schedule J (Form 990) 2021



Transactions with Interested Persons Schedule L (Form 990) Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b. Attach to Form 990 or Form 990-EZ. Department of the Treasury

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

Open to Public Inspection

OMB No. 1545-0047

Internal Revenue Service **Employer identification number** Name of the organization Solutions Project Inc 46-3811348

Part I **Excess Benefit Transactions** (section 501(c)(3), section 501(c)(4), and section 501(c)(29) organizations only). Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b. (a) Name of disqualified person (b) Relationship between disqualified person (c) Description of 1 (d) and organization transaction Corrected? Yes No 2 Enter the amount of tax incurred by the organization managers or disqualified persons during the year under section 4958. 3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization Loans to and/or From Interested Persons. Part II Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22 (b) Relationship (d) Loan to or from the (a) Name of (c) (e) Original (f) Balance (g) In (h) (i) Written interested with Purpose of organization? principal due default? Approved agreement? organization by board or person Ioan amount committee? From Yes Yes No Τо No Yes No

Total Part III Grants or Assistance Benefiting Interested Persons. Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

person interested person and the

Former Executive Director

Cum

of SCOPE LA

(2) Gloria Walton

organization

Interim Board Chair and (1) Sharon Alpert

Board Member at TSP: of 3-yr conditional grant former President of Nathan from NCF.

225,000 Received 2nd installment

(b) Relationship between (c) Amount of assistance (d) Type of assistance

(a) Name of interested (e) Purpose of assistance

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Cat. No. 50056A Schedule L (Form 990) 2021

263,333 Awarded Fighter Fund

to SCOPE LA

Capacity Building grants

Yes

Page 2

No

Explanation

None of the board members above were involved with the approval of grants to/from Solutions Project.

(c) Amount of

transaction

Schedule L (Form 990) 2021

organization's

revenues?

Supplemental Information Part V Provide additional information for responses to questions on Schedule L (see instructions).

Return Reference

Schedule I Part III Grants or

Persons

Assistance Benefiting Interest

organization

SCHEDULE O

(Form 990)

Supplemental Information to Form 990 or 990-EZ

OMB No. 1545-0047

Open to Public Inspection

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information. Attach to Form 990 or 990-EZ.

Department of the Treasury Internal Revenue Service ▶ Go to www.irs.gov/Form990 for the latest information. **Employer identification number** Name of the organization Solutions Project Inc 46-3811348 **Explanation** Return

Reference Form 990. The Form 990 was provided to the board of directors for review and comment prior to filing. Part VI. Section B. line 11b Form 990. The conflict of interest policy is distributed annually to all directors and officers. Each director and officer must sign a statement Part VI. that affirms that he or she has received a copy of the policy; has read and understood the policy and agrees to comply with the Section B. policy. The directors and officers are required to file annually a statement with the Board of Directors which discloses interests line 12c which could give rise to conflicts. Form 990. The Solutions Project Board's Executive Committee shall annually evaluate the President and CEO on his/her performance, and ask for his/her input on matters of performance and compensation. The Executive Committee will obtain research and Part VI. Section B. information to make a recommendation to the full board for the compensation (salary and benefits) of the President and CEO line 15 (and other highly compensated employees or consultants) based on a review of comparability data. For example, the Executive Committee will secure data that documents compensation levels and benefits for similarly qualified individuals in comparable positions at similar organizations. This data may include the following: 1. Salary and benefit compensation studies by independent sources; 2. Written job offers for positions at similar organizations; 3. Documented telephone calls about similar positions at both nonprofit and for-profit organizations; and 4. Information obtained from the IRS Form 990 filings of similar organizations. Form 990. The Organization's conflict of interest policy, financial statements and governing documents are available upon request. Part VI. Section C. line 19

Form 990. Part XII. Line

2c

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

auditors. This process has not changed from prior years.

Cat. No. 51056K

The Organization's audit committee is charged with the responsibility of overseeing the audit and the work of the independent

Schedule O (Form 990) 2021