

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

2022

Open to Public Inspection

A For the 2022 calendar year, or tax year beginning **OCT 1, 2022** and ending **SEP 30, 2023**

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

C Name of organization
NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

Doing business as **SEE SCHEDULE O**

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
4301 CONNECTICUT AVENUE, NW 160

City or town, state or province, country, and ZIP or foreign postal code
WASHINGTON, DC 20008

D Employer identification number
54-1557043

E Telephone number
(202) 833-2933

F Name and address of principal officer: **SARA ESPINOZA**
SAME AS C ABOVE

G Gross receipts \$ **3,787,260.**

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

H(b) Are all subordinates included? Yes No

If "No," attach a list. See instructions

I Tax-exempt status: 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527

J Website: **WWW.NEEFUSA.ORG**

H(c) Group exemption number

K Form of organization: Corporation Trust Association Other

L Year of formation: **1990** **M** State of legal domicile: **VA**

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: SEE PART III, LINE 1.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	9
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	9
	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	29
	6 Total number of volunteers (estimate if necessary)	6	43460
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 4,568,912.	Current Year 3,760,443.
	9 Program service revenue (Part VIII, line 2g)	0.	0.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	17,130.	26,759.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	34,188.	58.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	4,620,230.	3,787,260.
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	1,050,983.
14 Benefits paid to or for members (Part IX, column (A), line 4)		0.	0.
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		2,480,083.	2,438,240.
16 a Professional fundraising fees (Part IX, column (A), line 11e)		0.	0.
b Total fundraising expenses (Part IX, column (D), line 25) 270,897.			
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		817,080.	815,834.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	4,348,146.	4,212,715.	
19 Revenue less expenses. Subtract line 18 from line 12	272,084.	-425,455.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 2,339,365.	End of Year 2,169,788.
	21 Total liabilities (Part X, line 26)	335,530.	591,408.
	22 Net assets or fund balances. Subtract line 21 from line 20	2,003,835.	1,578,380.

Part II Signature Block

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

Sign Here

Signature of officer: *Sara Espinoza* Date: **06/04/2024**

SARA ESPINOZA, PRESIDENT & CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name: **RICHARD J. LOCASTRO, CPA** Preparer's signature: *Richard J. Locastro* Date: **05/06/2024** Check if self-employed: PTIN: **P00288314**

Firm's name: **GELMAN, ROSENBERG & FREEDMAN** Firm's EIN: **52-1392008**

Firm's address: **4550 MONTGOMERY AVE SUITE 800N BETHESDA, MD 20814-2930** Phone no.: **301-951-9090**

May the IRS discuss this return with the preparer shown above? See instructions Yes No

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

Form 990 (2022)

54-1557043 Page 2

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: THE NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, DOING BUSINESS AS NEEF, IS THE NATION'S LEADING ORGANIZATION IN LIFELONG ENVIRONMENTAL LEARNING, CREATING OPPORTUNITIES FOR PEOPLE TO EXPERIENCE AND LEARN ABOUT THE ENVIRONMENT (CONTINUED ON SCHEDULE O)

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 1,465,100. including grants of \$ 700,191.) (Revenue \$) CONSERVATION ALIGNED WITH NEEF'S MISSION TO CONNECT PEOPLE TO THE ENVIRONMENT, THIS PROGRAM AREA INCLUDES ENGAGING PEOPLE NATIONWIDE TO VISIT, IMPROVE, AND STEWARD PUBLIC LANDS AND SUPPORT PUBLIC LAND AGENCIES' EFFORTS IN CONSERVATION AND ENGAGEMENT OF THE NEXT GENERATION OF ENVIRONMENTAL STEWARDS SUCH AS: - NATIONAL PUBLIC LANDS DAY (NPLD), THE NATION'S LARGEST SINGLE-DAY VOLUNTEER EFFORT FOR PUBLIC LANDS. THIS CELEBRATION BRINGS OUT THOUSANDS OF VOLUNTEERS TO HELP RESTORE AND IMPROVE PUBLIC LANDS AROUND THE COUNTRY. NPLD IS ALSO A "FEE-FREE DAY" WHEN ENTRANCE FEES ARE WAIVED AT NATIONAL PARKS AND OTHER PUBLIC LANDS. THE 31ST ANNUAL NPLD WILL TAKE PLACE IN 2024.

4b (Code:) (Expenses \$ 1,029,901. including grants of \$ 258,450.) (Revenue \$) K-12 EDUCATION NEEF IS DEDICATED TO CULTIVATING AN ENVIRONMENTALLY CONSCIOUS AND RESPONSIBLE PUBLIC THROUGH ENVIRONMENTAL EDUCATION PROGRAMS AND INITIATIVES. AT NEEF, WE BELIEVE THERE IS MUCH TO LEARN FROM OBSERVING AND ENGAGING WITH THE NATURAL WORLD. OUR WORK IS GUIDED BY OUR GREENING STEM INITIATIVE, WHICH ENCOURAGES EXPERIENTIAL, HANDS-ON, PLACE-BASED EDUCATION AS A KEY TO BETTER LEARNING OUTCOMES AND A DEEPER SENSE OF ENVIRONMENTAL STEWARDSHIP. GREENING STEM: THE OUTDOORS FACILITATES REAL-WORLD, PROJECT-BASED STEM (SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS) LEARNING. OUR ONLINE GREENING STEM LEARNING CENTER PROVIDES FREE MATERIALS AND EDUCATOR TOOLKITS TIED TO STANDARDS.

4c (Code:) (Expenses \$ 584,180. including grants of \$) (Revenue \$) HEALTH: NEEF'S HEALTH WORK BUILDS A BROAD, INCLUSIVE COALITION OF STAKEHOLDERS TO FOCUS ON ENVIRONMENTAL HEALTH CONCERNS AND BENEFITS. - THROUGH OUR PEDIATRIC ASTHMA INITIATIVE, NEEF PROVIDES FREE TRAINING TO HEALTHCARE PROFESSIONALS TO HELP THEM IDENTIFY THE WAY THE ENVIRONMENT INFLUENCES PATIENT HEALTH OUTCOMES AND PROVIDES TRAINING AND SUPPORT TO MITIGATE OR ENCOURAGE THOSE EFFECTS. - CLIMATE & MENTAL HEALTH EXPLORES THE IMPORTANCE OF THE OUTDOOR ACCESS ON PHYSICAL AND MENTAL HEALTH AND WELL-BEING AND THE POTENTIAL IMPACT OF CLIMATE CHANGE ON THESE OUTCOMES. INCREASING RESILIENCE AND RECOVERY. - SUNWISE EXPLORES ENVIRONMENTAL AND HEALTH EDUCATION PROGRAM FEATURING

4d Other program services (Describe on Schedule O.) (Expenses \$ 660,605. including grants of \$) (Revenue \$)

4e Total program service expenses 3,739,786.

Form 990 (2022)

SEE SCHEDULE O FOR CONTINUATION(S)

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

Form 990 (2022)

54-1557043 Page 4

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a		X
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 to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding 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		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I		X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II		X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III		X
28 Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV		X
b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV		X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV		X
29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I		X
34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI		X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable		
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

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

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
	2a 29		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
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?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year		
	7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
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 sponsoring organization have excess business holdings at any time during the year?		
	N/A		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		
	N/A		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
	N/A		
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12	N/A	
	10a		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
	10b		
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders	N/A	
	11a		
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)		
	11b		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	N/A	
	12b		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.		
	N/A		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		
	13b		
c	Enter the amount of reserves on hand		
	13c		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O		
	14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		X
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.		
	N/A		
	17		

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
1b	Enter the number of voting members included on line 1a, above, who are independent		
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?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	X	
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	X	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8a	The governing body?	X	
8b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

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

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
11b	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	X	
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	X	
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
15a	The organization's CEO, Executive Director, or top management official	X	
15b	Other officers or key employees of the organization If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		X
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed SEE SCHEDULE O
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records
MORGAN VACANTI - (202) 261-6467
4301 CONNECTICUT AVENUE, NW, SUITE 160, WASHINGTON, DC 20008

NATIONAL ENVIRONMENTAL EDUCATION AND
TRAINING FOUNDATION, INC.

Form 990 (2022)

54-1557043 Page 7

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) MERI-MARGARET DOUDES PRES AND CEO, UNTIL 10/31/22	40.00			X			291,105.	0.	0.	
(2) SARA ESPINOZA PRESIDENT & CEO, FROM 11/1/22	40.00			X			190,275.	0.	19,001.	
(3) NANCY SMITH VP, FIN AND ADMIN, UNTIL 3/31/23	40.00			X			170,318.	0.	12,613.	
(4) DEBORAH LUCCI VP, DEVELOPMENT	40.00					X	144,432.	0.	10,534.	
(5) AMY SKALMUSKY VP, MARKETING & CONTENT	40.00					X	129,650.	0.	24,144.	
(6) PATRICK DEAVY VP, ORGANIZATIONAL DEVELOPMENT	32.00					X	100,022.	0.	13,869.	
(7) VICTORIA COLLINS-HUGHES VP, HR & CULTURE	40.00			X			5,625.	0.	286.	
(8) MORGAN VACANTI VP, FIN AND ADMIN, FROM 4/10/23	40.00			X			0.	0.	0.	
(9) JADA LEWIS VP, PROGRAMS, FROM 8/7/23	40.00			X			0.	0.	0.	
(10) KEVIN BUTT BOARD CHAIR	1.00	X		X			0.	0.	0.	
(11) JENNIFER LOVE BOARD VICE CHAIR	1.00	X		X			0.	0.	0.	
(12) TODD GREENWOOD BOARD TREASURER, UNTIL 8/19/23	1.00	X		X			0.	0.	0.	
(13) KATHARINE EMERSON BOARD MEMBER, UNTIL 8/19/23	1.00	X					0.	0.	0.	
(14) SALLY COLE BOARD MEMBER	1.00	X					0.	0.	0.	
(15) ARTURO GARICA-COSTAS BOARD MEMBER	1.00	X					0.	0.	0.	
(16) JENIFFER HARPER-TAYLOR BOARD MEMBER	1.00	X					0.	0.	0.	
(17) KATIE HOGGE BOARD MEMBER, UNTIL 8/19/23	1.00	X					0.	0.	0.	

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) LORI MCFARLING BOARD MEMBER	1.00	X						0.	0.	0.
(19) OMAR MITCHELL BOARD MEMBER	1.00	X						0.	0.	0.
(20) STEVE SIKRA BOARD MEMBER	1.00	X						0.	0.	0.
(21) ROBERT BULLARD BOARD MEMBER	1.00	X						0.	0.	0.
1b Subtotal								1,031,427.	0.	80,447.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,031,427.	0.	80,447.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 7

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		

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 0

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

Form 990 (2022)

54-1557043 Page 9

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	2,179,167.			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	1,581,276.			
	g	Noncash contributions included in lines 1a-1f	1g	\$			
	h Total. Add lines 1a-1f			3,760,443.			
Program Service Revenue			Business Code				
	2 a						
	b						
	c						
	d						
	e						
	f	All other program service revenue					
g Total. Add lines 2a-2f							
Other Revenue	3		Investment income (including dividends, interest, and other similar amounts)	26,759.			26,759.
	4		Income from investment of tax-exempt bond proceeds				
	5		Royalties				
	6 a	6a		(i) Real			
				(ii) Personal			
	b	6b	Less: rental expenses				
	c	6c	Rental income or (loss)				
	d		Net rental income or (loss)				
	7 a	7a		(i) Securities			
				(ii) Other			
	b	7b	Less: cost or other basis and sales expenses				
	c	7c	Gain or (loss)				
	d		Net gain or (loss)				
8 a	8a		Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18				
			b	8b	Less: direct expenses		
c			Net income or (loss) from fundraising events				
9 a	9a		Gross income from gaming activities. See Part IV, line 19				
			b	9b	Less: direct expenses		
c			Net income or (loss) from gaming activities				
10 a	10a		Gross sales of inventory, less returns and allowances				
			b	10b	Less: cost of goods sold		
			c			Net income or (loss) from sales of inventory	
Miscellaneous Revenue	11 a		MISCELLANEOUS	90099	58.		58.
	b						
	c						
	d		All other revenue				
	e Total. Add lines 11a-11d			58.			
12 Total revenue. See instructions			3,787,260.	0.	0.	26,817.	

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

Form 990 (2022)

54-1557043 Page 10

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	958,641.	958,641.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	676,360.	603,137.	59,761.	13,462.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	1,412,313.	1,214,873.	31,096.	166,344.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	56,358.	49,623.	1,743.	4,992.
9 Other employee benefits	137,134.	117,133.	8,391.	11,610.
10 Payroll taxes	156,075.	133,211.	10,283.	12,581.
11 Fees for services (nonemployees):				
a Management				
b Legal	1,323.	1,095.	105.	123.
c Accounting	32,451.	26,863.	2,566.	3,022.
d Lobbying	24,000.	19,868.	1,898.	2,234.
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	324,782.	286,143.	17,742.	20,897.
12 Advertising and promotion	9,030.	8,593.	260.	177.
13 Office expenses	29,382.	26,777.	1,956.	649.
14 Information technology				
15 Royalties				
16 Occupancy	207,248.	154,936.	40,249.	12,063.
17 Travel	28,129.	19,426.	3,264.	5,439.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	16,642.	11,493.	1,931.	3,218.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	31,481.	23,535.	6,114.	1,832.
23 Insurance	6,758.	5,051.	1,314.	393.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a LICENSES AND FEES	90,228.	69,229.	11,650.	9,349.
b PAYROLL PROCESSING FEES	5,897.	4,882.	466.	549.
c EQUIP. RENTAL & MAINT.	4,965.	3,712.	964.	289.
d PUBLICATIONS AND DUES	3,321.	1,379.	272.	1,670.
e All other expenses	197.	186.	7.	4.
25 Total functional expenses. Add lines 1 through 24e	4,212,715.	3,739,786.	202,032.	270,897.
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 <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

NATIONAL ENVIRONMENTAL EDUCATION AND
TRAINING FOUNDATION, INC.

Form 990 (2022)

54-1557043 Page 11

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	300.	1	300.
	2 Savings and temporary cash investments	1,888,015.	2	1,492,899.
	3 Pledges and grants receivable, net	333,416.	3	600,658.
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	53,692.	9	43,470.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 693,579.		
	b Less: accumulated depreciation	10b 677,181.	47,879.	10c 16,398.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	16,063.	15	16,063.
16 Total assets. Add lines 1 through 15 (must equal line 33)	2,339,365.	16	2,169,788.	
Liabilities	17 Accounts payable and accrued expenses	175,926.	17	186,239.
	18 Grants payable		18	
	19 Deferred revenue	62,047.	19	100,189.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	97,557.	25	304,980.
	26 Total liabilities. Add lines 17 through 25	335,530.	26	591,408.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	562,053.	27	256,704.
	28 Net assets with donor restrictions	1,441,782.	28	1,321,676.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	2,003,835.	32	1,578,380.
33 Total liabilities and net assets/fund balances	2,339,365.	33	2,169,788.	

Form 990 (2022)

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

Form 990 (2022)

54-1557043 Page 12

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	3,787,260.
2	Total expenses (must equal Part IX, column (A), line 25)	2	4,212,715.
3	Revenue less expenses. Subtract line 2 from line 1	3	-425,455.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	2,003,835.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	1,578,380.

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		X
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:			
<input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis			
2b	Were the organization's financial statements audited by an independent accountant?	X	
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:			
<input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis			
2c	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?	X	
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	X	
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	X	

Form 990 (2022)

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	2918808.	3022014.	3749071.	4568912.	3760443.	18019248.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	2918808.	3022014.	3749071.	4568912.	3760443.	18019248.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						3964852.
6 Public support. Subtract line 5 from line 4.						14054396.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4	2918808.	3022014.	3749071.	4568912.	3760443.	18019248.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	12,538.	3,947.	65.	3,130.	26,759.	46,439.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	492.	3,885.	2,812.	34,188.	58.	41,435.
11 Total support. Add lines 7 through 10						18107122.
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2022 (line 6, column (f), divided by line 11, column (f))	14	77.62	%
15 Public support percentage from 2021 Schedule A, Part II, line 14	15	79.31	%
16a 33 1/3% support test - 2022. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
b 33 1/3% support test - 2021. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			<input type="checkbox"/>

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2022 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2021 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2021 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2022. 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 - 2021. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.			
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.			
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).			
2 Activities Test. Answer lines 2a and 2b below.			
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>	Yes	No	
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? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>			
3 Parent of Supported Organizations. Answer lines 3a and 3b below.			
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No" provide details in Part VI.</i>			
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>			
2a			
2b			
3a			
3b			

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

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

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

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

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

NATIONAL ENVIRONMENTAL EDUCATION AND
TRAINING FOUNDATION, INC.

Schedule A (Form 990) 2022

54-1557043 Page 7

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2022 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2022	(iii) Distributable Amount for 2022
1	Distributable amount for 2022 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2022 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2022		
a	From 2017		
b	From 2018		
c	From 2019		
d	From 2020		
e	From 2021		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2022 distributable amount		
i	Carryover from 2017 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2022 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2022 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2023. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2018		
b	Excess from 2019		
c	Excess from 2020		
d	Excess from 2021		
e	Excess from 2022		

Schedule A (Form 990) 2022

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2022

Name of the organization

**NATIONAL ENVIRONMENTAL EDUCATION AND
TRAINING FOUNDATION, INC.**

Employer identification number

54-1557043

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

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

General Rule

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

Special Rules

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

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

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

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

Name of organization NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.	Employer identification number 54-1557043
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	<hr/> <hr/> <hr/>	\$ <u>1,126,994.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ <u>983,300.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	<hr/> <hr/> <hr/>	\$ <u>597,789.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	<hr/> <hr/> <hr/>	\$ <u>198,833.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	<hr/> <hr/> <hr/>	\$ <u>152,408.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	<hr/> <hr/> <hr/>	\$ <u>134,978.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.	Employer identification number 54-1557043
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Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	<hr/> <hr/> <hr/>	\$ <u>111,858.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8	<hr/> <hr/> <hr/>	\$ <u>87,089.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
9	<hr/> <hr/> <hr/>	\$ <u>85,532.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.	Employer identification number 54-1557043
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Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

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

Name of organization NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.	Employer identification number 54-1557043
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) \$ _____
Use duplicate copies of Part III if additional space is needed.

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

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

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

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

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

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

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

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2022

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

For Organizations Exempt From Income Tax Under section 501(c) and section 527
Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," on Form 990, Part IV, line 5 (Proxy Tax) (See separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (See separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.	Employer identification number 54-1557043
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
- 2 Political campaign activity expenditures \$ _____
- 3 Volunteer hours for political campaign activities _____

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

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 \$ _____
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 \$ _____
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
- 4a Was a correction made? Yes No
- b If "Yes," describe in Part IV.

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

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities \$ _____
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities \$ _____
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b \$ _____
- 4 Did the filing organization file **Form 1120-POL** for this year? Yes No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

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

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

Schedule C (Form 990) 2022

LHA

232041 11-08-22

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

- A** Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grassroots lobbying)	0.													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	24,000.													
c	Total lobbying expenditures (add lines 1a and 1b)	24,000.													
d	Other exempt purpose expenditures	4,188,715.													
e	Total exempt purpose expenditures (add lines 1c and 1d)	4,212,715.													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	360,636.													
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)	90,159.													
h	Subtract line 1g from line 1a. If zero or less, enter -0-	0.													
i	Subtract line 1f from line 1c. If zero or less, enter -0-	0.													
j	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) Total
2a Lobbying nontaxable amount	318,686.	346,174.	367,407.	360,636.	1,392,903.
b Lobbying ceiling amount (150% of line 2a, column(e))					2,089,355.
c Total lobbying expenditures	31,100.	24,000.	24,000.	24,000.	103,100.
d Grassroots nontaxable amount	79,672.	86,544.	91,852.	90,159.	348,227.
e Grassroots ceiling amount (150% of line 2d, column (e))					522,341.
f Grassroots lobbying expenditures					

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

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? ..			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i Other activities?			
j Total. Add lines 1c through 1i			
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?	3	

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1 Dues, assessments and similar amounts from members	1
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).	
a Current year	2a
b Carryover from last year	2b
c Total	2c
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year?	4
5 Taxable amount of lobbying and political expenditures. See instructions	5

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (See instructions); and Part II-B, line 1. Also, complete this part for any additional information.

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
Attach to Form 990.

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

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization **NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.** Employer identification number **54-1557043**

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

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

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

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

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

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

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

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

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

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

(i) Revenue included on Form 990, Part VIII, line 1 \$ _____

(ii) Assets included in Form 990, Part X \$ _____

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

a Revenue included on Form 990, Part VIII, line 1 \$ _____

b Assets included in Form 990, Part X \$ _____

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) 2022

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

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

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

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

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

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment _____%
 - b Permanent endowment _____%
 - c Term endowment _____%
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|---|--------|----|
| (i) Unrelated organizations | 3a(i) | |
| (ii) Related organizations | 3a(ii) | |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | 3b | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		244,878.	236,047.	8,831.
d Equipment				
e Other		448,701.	441,134.	7,567.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				16,398.

**NATIONAL ENVIRONMENTAL EDUCATION AND
TRAINING FOUNDATION, INC.**

Schedule D (Form 990) 2022

54-1557043 Page **3**

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) FISCAL SPONSOR LIABILITY	304,980.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	304,980.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

Schedule D (Form 990) 2022

NATIONAL ENVIRONMENTAL EDUCATION AND
TRAINING FOUNDATION, INC.

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	6,223,511.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b	2,436,251.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e		2,436,251.
3	Subtract line 2e from line 1	3		3,787,260.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5		3,787,260.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	6,648,966.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	2,436,251.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e		2,436,251.
3	Subtract line 2e from line 1	3		4,212,715.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		0.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5		4,212,715.

Part XIII Supplemental Information.

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

PART X, LINE 2:

FOR THE YEAR ENDED SEPTEMBER 30, 2023, NEEF HAS DOCUMENTED ITS CONSIDERATION OF FASB ACCOUNTING STANDARDS CODIFICATION (ASC) 740-10, INCOME TAXES, THAT PROVIDES GUIDANCE FOR REPORTING UNCERTAINTY IN INCOME TAXES AND HAS DETERMINED THAT NO MATERIAL UNCERTAIN TAX POSITIONS QUALIFY FOR EITHER RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS.

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

Attach to Form 990.

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

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization **NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.** Employer identification number **54-1557043**

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
LOUISVILLE OLMSTED PARKS CONSERVANCY - 1299 TREVILLIAN WAY - LOUISVILLE, KY 40213	61-1196368	501(C)(3)	75,000.	0.			2023 TOYOTA BIODIVERSITY CONSERVATION
SAN JOAQUIN RIVER PARKWAY AND CONSERVATION TRUST, INC. - 11605 OLD FRIANT ROAD - FRESNO, CA 93730	77-0196692	501(C)(3)	64,750.	0.			2023 TOYOTA BIODIVERSITY CONSERVATION GRANT
ROCKY MOUNTAIN BUTTERFLY CONSORTIUM - 6252 W 104TH AVENUE - WESTMINSTER, CO 80020	84-1155029	501(C)(3)	60,250.	0.			2023 TOYOTA BIODIVERSITY CONSERVATION GRANT
LAND TRUST OF NORTH ALABAMA 2707 ARTIE STREET, SW STE 6 HUNTSVILLE, AL 35805	63-0974278	501(C)(3)	54,000.	0.			MULTIYEAR IMPROVEMENT PROJECT AT HARVEST SQUARE
BISCAYNE NATIONAL PARK 9700 SW 328TH ST HOMESTEAD, FL 33033		GOVT	30,000.	0.			2023 NPS 21ST CCLC GREENING STEM
FRIENDS OF THE SMOKIES PO BOX 1660 KODAK, TN 37664	62-1564782	501(C)(3)	30,000.	0.			2023 NPS 21ST CCLC GREENING STEM

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **51.**
- 3** Enter total number of other organizations listed in the line 1 table **0.**

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. **SEE PART IV FOR COLUMN (H) DESCRIPTIONS** Schedule I (Form 990) 2022

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

54-1557043

Page 1

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
JAMAICA BAY PARKS CONSERVANCY DBA FUND FOR THE CITY OF NEW YORK - 121 AVENUE OF THE AMERICAS - NEW YORK, NY 10013	13-2612524	501(C)(3)	30,000.	0.			2023 NPS 21ST CCLC GREENING STEM
SHENANDOAH NATIONAL PARK ASSOCIATION - 3655 US HWY 211E - LURAY, VA 22835	54-0952015	501(C)(3)	30,000.	0.			2022-23 NPS 21ST CCLC
BUILDERS OF HOPE 121 AVENUE OF THE AMERICAS DALLAS, TX 75222	75-2756681	501(C)(3)	28,000.	0.			TOYOTA MULTIYEAR IMPROVEMENT PROJECT
TRINITY PARK CONSERVANCY 1444 OAK LAWN AVENUE STE 200 DALLAS, TX 75207	20-2948236	501(C)(3)	24,000.	0.			TOYOTA MULTI YEAR IMPROVEMENT GRANT - PAYMENT 1 OF 3
CITY OF MONTAGUE 8778 FERRY STREET MONTAGUE, MI 49437	38-6004715	501(C)(3)	20,000.	0.			2022-23 DRIVING MOBILITY AND ACCESSIBILITY ON PUBLIC LANDS GRANT
DISCOVERY CENTER & PIER 13170 SW BAY SHORE DRIVE SUITE 100 TRAVERSE CITY, MI 49684	77-0660051	501(C)(3)	20,000.	0.			2022-23 DRIVING MOBILITY AND ACCESSIBILITY ON PUBLIC LANDS GRANT
MISSISSIPPI RIVER WATER TRAIL ASSOCIATION - 1730 SIBLEY - ST. CHARLES, MO 63301	45-4596881	501(C)(3)	20,000.	0.			DRIVING MOBILITY AND ACCESSIBILITY ON PUBLIC LANDS
PARK BOARD OF TRUSTEES OF THE CITY OF GALVESTON - 601 23RD STREET REAR - GALVESTON, TX 77550		GOVT	20,000.	0.			2022-23 DRIVING MOBILITY AND ACCESSIBILITY ON PUBLIC LANDS GRANT
PITTSBURGH PARKS CONSERVANCY 2005 BEECHWOOD BLVD PITTSBURGH, PA 15217	23-2882145	501(C)(3)	20,000.	0.			PPG GREENING STEM

Schedule I (Form 990)

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

54-1557043

Page 1

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
TRAIL ACCESS PROJECT 8844 CORTILE DRIVE LAS VEGAS, NV 89134	81-2198398	501(C)(3)	20,000.	0.			2022-23 DRIVING MOBILITY AND ACCESSIBILITY ON PUBLIC LANDS GRANT
AMIGOS DE LOS RIOS 908 E. ALTADENA DRIVE ALTADENA, CA 91001	84-1628453	501(C)(3)	19,965.	0.			2022-23 DRIVING MOBILITY AND ACCESSIBILITY ON PUBLIC LANDS GRANT
NORTH SCOTT JUNIOR HIGH SCHOOL 502 SOUTH 5TH STREET ELDRIDGE, IA 52748	42-6023564	GOVT	17,500.	0.			ARCONIC GREENING STEM SPONSORSHIP NORTH SCOTT HS
JOINT BASE LEWIS-MCCHORD ENVIRONMENTAL DIVISION, FISH & WILDLIFE - 1210 MANN AVE - JBLM, WA 98433		GOVT	17,105.	0.			NFLD DOD LEGACY AWARD
BLUE RIDE PARKWAY FOUNDATION 717 SOUTH MARSHALL STREET ST 105B WINSTON-SALEM, NC 27101	31-1512730	501(C)(3)	17,000.	0.			2022-23 DRIVING MOBILITY AND ACCESSIBILITY ON PUBLIC LANDS GRANT
FRIENDS OF GREAT SMOKY MOUNTAINS 2700 NORTH KINNEY ROAD TUCSON, AZ 85743	62-1564782	501(C)(3)	16,390.	0.			2022-23 DRIVING MOBILITY AND ACCESSIBILITY ON PUBLIC LANDS GRANT
BELLOWS AIR FORCE STATION 515 TINKER ROAD WAIMANALO, HI 96795-1903		GOVT	16,008.	0.			NFLD DOD LEGACY AWARD
ARMY NATURAL RESOURCES PROGRAM 947 WRIGHT AVE. SCHOFIELD BARRACKS, HI 96857-5013		GOVT	15,597.	0.			NFLD DOD LEGACY AWARD
SOUTH YUBA RIVER CITIZENS LEAGUE 313 RAILROAD AVE STE 101 NEVADA CITY, CA 95959	68-0171371	501(C)(3)	15,500.	0.			2023 FOREST SERVICE GREENING STEM

Schedule I (Form 990)

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BIRDS OF PREY NCA PARTNERSHIP 1791 S HILFON ST BOISE, ID 83705	47-5603975	501(C)(3)	15,000.	0.			NFLD DOD LEGACY AWARD
IDAHO NATIONAL GUARD 4715 S. BYRD ST BOISE, ID 83705-8095	82-6000952	GOVT	15,000.	0.			NFLD DOD LEGACY AWARD
ROCKY MOUNTAIN CONSERVANCY 48 ALPINE CIRCLE PO BOX 3100 ESTES PARK, CO 80517	84-0472090	501(C)(3)	15,000.	0.			2023 NPS 21ST CCLC GREENING STEM - COLOR OUTSIDE THE LINES
JOINT BASE PEARL HARBOR HICKAM NAVFAC - 400 MARSHALL ROAD, BUILDING 55 - PEARL HARBOR, HI 97860	GOVT		14,974.	0.			NFLD DOD LEGACY AWARD
SONOMA ECOLOGY CENTER PO BOX 1486 ELDRIDGE, CA 95431	94-3436500	501(C)(3)	14,950.	0.			2022-23 DRIVING MOBILITY AND ACCESSIBILITY ON PUBLIC LANDS GRANT
CONSERVANCY FOR CUYAHOGA VALLEY NATIONAL PARK - 1403 WEST HINES HILL ROAD - PENISULA, OH 44264	34-1917257	501(C)(3)	14,880.	0.			2023 NPS 21ST CCLC GREENING STEM
MISSISSIPPI NATIONAL GUARD 1410 RIVERSIDE DRIVE JACKSON, MS 39296-5027	64-6000799	GOVT	14,734.	0.			NFLD DOD LEGACY AWARD
FRIENDS OF SAGUARO NATIONAL PARK 2700 NORTH KINNEY ROAD TUCSON, AZ 85743	86-0842503	501(C)(3)	13,542.	0.			2023 NPS 21ST CCLC GREENING STEM
APPELLEGATE PARTNERSHIP & WATERSHED COUNCIL - PO BOX 899 60 UPPER APPELLEGATE ROAD - JACKSONVILLE, OR 97530	93-1151372	501(C)(3)	12,000.	0.			2023 BLM GREENING STEM GRANT

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

54-1557043

Page 1

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
POPLARS SCHOOLS DISTRICT 9 & 9B PO BOX 458 400 4TH AVE WEST POPLAR, MT 59255	81-6000886	GOVT	12,000.	0.			2023 BLM GREENING STEM GRANT
RESOURCES FOR INDIAN STUDENT EDUCATION - P.O. BOX 1878 - ALTURAS, CA 96101	68-0346409	501(C)(3)	12,000.	0.			2023 BLM GREENING STEM GRANT - NATIVE TRADITIONAL ECOLOGICAL KNOWLEDGE: "WATER
BROOKLAND MIDDLE SCHOOL 1150 MICHIGAN AVE NE WASHINGTON, DC 20017	52-1414253	GOVT	10,000.	0.			DANAHER GREENING STEM
CHARLES HART MIDDLE SCHOOL 601 MISSISSIPPI AVE SE WASHINGTON, DC 20032	52-1414253	GOVT	10,000.	0.			DANAHER GREENING STEM
GATEWAY TO THE GREAT OUTDOORS 3650 N. MAGNOLIA CHICAGO, IL 60613	81-5044989	501(C)(3)	10,000.	0.			2023 FOREST SERVICE GREENING STEM
HOWARD UNIVERSITY PUBLIC CHARTER MIDDLE SCHOOL - 405 HOWARD PL NW - WASHINGTON, DC 20059	58-2677214	501(C)(3)	10,000.	0.			DANAHER GREENING STEM
SOJOURNER TRUTH PUBLIC CHARTER SCHOOL - 1800 PERRY ST NE - WASHINGTON, DC 20018	83-2203475	501(C)(3)	10,000.	0.			DANAHER GREENING STEM
BAY AREA OUTREACH AND RECREATION PROGRAM - 3075 ADELINE STREET SUITE 200 - BERKELEY, CA 94703	94-2324340	501(C)(3)	7,880.	0.			2022-23 DRIVING MOBILITY AND ACCESSIBILITY ON PUBLIC LANDS GRANT
GREAT BASIN INSTITUTE 16750 MT ROSE HIGHWAY RENO, NV 89511	88-0431016	501(C)(3)	7,534.	0.			2023 FOREST SERVICE GREENING STEM

Schedule I (Form 990)

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

54-1557043

Page 1

Schedule I (Form 990)

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BETTENDORF SCHOOLS 3311 18TH STREET BETTENDORF, IA 52722		GOVT	7,500.	0.			ARCONIC GREENING STEM SPONSORSHIP
PLEASANT VALLEY CSD 525 BELMONT ROAD BETTENDORF, IA 52722		GOVT	7,500.	0.			ARCONIC GREENING STEM SPONSORSHIP
EGLIN AIR FORCE BASE 107 FL-85 NICEVILLE, FL 32578	59-2989537	GOVT	7,051.	0.			NFLD DOD LEGACY AWARD
NEO PHILANTHROPY 45 WEST 36TH STREET 6TH FLOOR NEW YORK, NY 10018		501(C)(3)	7,000.	0.			2021 BIODIVERSITY GRANT
MAINSRING CONSERVATION TRUST P.O. BOX 1148 FRANKLIN, NC 28744	56-2142199	501(C)(3)	6,350.	0.			2023 FOREST SERVICE GREENING STEM
NAVAL AIR STATION KEY WEST NAS KEY WEST KEY WEST, FL 33040	85-8013615	GOVT	6,181.	0.			NFLD DOD LEGACY AWARD
CRYSTAL COVE CONSERVANCY #5 CRYSTAL COVE NEWPORT COAST, CA 92657	33-0878633	501(C)(3)	5,500.	0.			2021 BIODIVERSITY GRANT (PAYMENT 2 OF 2)
PALOS VERDES PENINSULA LAND CONSERVANCY - 916 SILVER SPUR RD. #207 - ROLLING HILLS ESTATES, CA 90274	33-0309722	501(C)(3)	5,500.	0.			2021 BIODIVERSITY CONSERVATION GRANT 2 OF 2
SAN MATEO COUNTY PARKS & RECREATION FOUNDATION - 1701 COYOTA POINT DRIVE - SAN MATEO, CA 94401	94-3306697	501(C)(3)	5,500.	0.			2021 BIODIVERSITY GRANT (PAYMENT 4 OF 4)

Schedule I (Form 990)

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

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

PART I, LINE 2:

EACH GRANT GOES THROUGH A CENTRALIZED PROCESS WITH EACH APPLICATION BEING CREATED WITH THE SAME TEMPLATE. PARTICULAR ATTENTION IS PAID TO ELIGIBILITY REQUIREMENTS AND THE CRITERIA FOR GRANT SELECTION. THE FACTORS THE FOUNDATION USES TO SCORE APPLICANTS INCLUDE: THE PURPOSE AND RESTRICTIONS OF THE GRANTS, THE EXPECTED OUTCOMES AND TIMELINE, SUBMISSION INFORMATION, APPLICATION, AND ANY REQUIRED DOCUMENTS, SUCH AS AN AUDIT OR AN IRS DETERMINATION LETTER. APPLICATIONS ARE CHECKED IN AGAINST THE ELIGIBILITY REQUIREMENTS AND REQUESTED DOCUMENTS. COMPLETE APPLICATIONS ARE USUALLY

Part IV Supplemental Information

SCORED BY EXTERNAL JUDGES. SCORES PROVIDE THE FOUNDATION WITH A LIST OF FINALISTS TO CONSIDER. GRANTS ARE AWARDED BASED ON SCORES AND THE GOALS OF THE GRANT. GRANTEEES ARE SENT AN AWARD LETTER WITH A GRANT AGREEMENT TO BE SIGNED. ALL GRANTEEES ARE REQUIRED TO SUBMIT A FINAL REPORT (INCLUDING FINANCIALS). DEPENDING ON THE GRANT, THEY MAY ALSO BE REQUIRED TO SUBMIT AN INTERIM REPORT AND/OR EVALUATION. ONCE A GRANT IS COMPLETE AND ALL REQUIRED REPORTS ARE SUBMITTED, ACKNOWLEDGEMENT IS SENT AND THE GRANT IS CLOSED OUT.

PART II, LINE 1, COLUMN (H):

NAME OF ORGANIZATION OR GOVERNMENT:

RESOURCES FOR INDIAN STUDENT EDUCATION

(H) PURPOSE OF GRANT OR ASSISTANCE: 2023 BLM GREENING STEM GRANT -

NATIVE TRADITIONAL ECOLOGICAL KNOWLEDGE: "WATER PROTECTORS"

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization **NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.** Employer identification number **54-1557043**

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain **1b**

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a? **2**

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

<input type="checkbox"/> Compensation committee	<input type="checkbox"/> Written employment contract
<input type="checkbox"/> Independent compensation consultant	<input checked="" type="checkbox"/> Compensation survey or study
<input checked="" type="checkbox"/> Form 990 of other organizations	<input checked="" type="checkbox"/> Approval by the board or compensation committee

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment? **4a**
- b** Participate in or receive payment from a supplemental nonqualified retirement plan? **4b**
- c** Participate in or receive payment from an equity-based compensation arrangement? **4c**
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization? **5a**
- b** Any related organization? **5b**
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization? **6a**
- b** Any related organization? **6b**
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III **7**

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III **8**

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? **9**

	Yes	No
1b		
2		
4a		<input checked="" type="checkbox"/>
4b		<input checked="" type="checkbox"/>
4c		<input checked="" type="checkbox"/>
5a		<input checked="" type="checkbox"/>
5b		<input checked="" type="checkbox"/>
6a		<input checked="" type="checkbox"/>
6b		<input checked="" type="checkbox"/>
7		<input checked="" type="checkbox"/>
8		<input checked="" type="checkbox"/>
9		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2022

NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.

54-1557043

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

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

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

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) MERI-MARGARET DOUDES PRES AND CEO, UNTIL 10/31/22	(i) 291,105.	0.	0.	0.	0.	291,105.	0.
(ii)	0.	0.	0.	0.	0.	0.	0.
(2) SARA ESPINOZA PRESIDENT & CEO, FROM 11/1/22	(i) 190,275.	0.	0.	14,688.	4,313.	209,276.	0.
(ii)	0.	0.	0.	0.	0.	0.	0.
(3) NANCY SMITH VP, FIN AND ADMIN, UNTIL 3/31/23	(i) 170,318.	0.	0.	5,358.	7,255.	182,931.	0.
(ii)	0.	0.	0.	0.	0.	0.	0.
(4) DEBORAH LUCCI VP, DEVELOPMENT	(i) 144,432.	0.	0.	10,244.	290.	154,966.	0.
(ii)	0.	0.	0.	0.	0.	0.	0.
(5) AMY SKALMUSKY VP, MARKETING & CONTENT	(i) 129,650.	0.	0.	8,889.	15,255.	153,794.	0.
(ii)	0.	0.	0.	0.	0.	0.	0.
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

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

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization	NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.	Employer identification number	54-1557043
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FORM 990, PART I, DOING BUSINESS AS:

NATIONAL ENVIRONMENTAL EDUCATION FOUNDATION

FORM 990, PART III, LINE 1

IN WAYS THAT IMPROVE THEIR LIVES AND THE HEALTH OF THE PLANET. NEEF WAS CHARTERED BY CONGRESS IN 1990 AS A 501C (3) NONPROFIT TO COMPLEMENT THE WORK OF THE US ENVIRONMENTAL PROTECTION AGENCY (EPA). NEEF IS A NON-PARTISAN, NON-ADVOCACY ORGANIZATION WORKING TO MAKE THE ENVIRONMENT MORE ACCESSIBLE, RELATABLE, RELEVANT, AND CONNECTED TO PEOPLE'S DAILY LIVES.

OUR PURPOSE IS TO CULTIVATE AN ENVIRONMENTALLY CONSCIOUS AND RESPONSIBLE PUBLIC. OUR VISION IS THAT PEOPLE'S EVERYDAY ACTIONS ARE GUIDED BY AN UNDERSTANDING AND CONCERN FOR THE WELL-BEING OF PEOPLE AND THE PLANET. OUR MISSION IS TO MAKE THE ENVIRONMENT MORE ACCESSIBLE, RELATABLE, RELEVANT, AND CONNECTED TO THE DAILY LIVES OF ALL AMERICANS.

THROUGH K-12 EDUCATION, HEALTH, AND CONSERVATION-FOCUSED PROGRAMS, GRANTS, AND INITIATIVES, NEEF IS WORKING TO CREATE DIVERSE PATHWAYS FOR PEOPLE TO CONNECT TO THE NATURAL WORLD TO INSPIRE EMPATHY, UNDERSTANDING, AND CREATE SUSTAINED, ENVIRONMENTALLY-RESPONSIBLE ACTION.

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

- SEVERAL GRANTMAKING PROGRAMS ARE TIED TO CONSERVATION WHICH FOCUS ON BIODIVERSITY, PUBLIC LANDS ACCESS, COMMUNITY ENGAGEMENT AND

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

Schedule O (Form 990) 2022

Name of the organization	NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.	Employer identification number	54-1557043
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VOLUNTEERISM, AND ENVIRONMENTAL EDUCATION, INCLUDING THE DEPARTMENT OF DEFENSE'S LEGACY GRANTMAKING PROGRAM.

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

CLIMATE SUPERSTARS: AN ONLINE ENVIRONMENTAL CHALLENGE FOR MIDDLE SCHOOL STUDENTS THAT GETS KIDS EXCITED ABOUT THE ENVIRONMENT AND HOW THEY CAN TAKE AN ACTIVE ROLE IN CARING FOR ITS FUTURE.

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

OVER 50 CROSS-CURRICULAR, STANDARDS-BASED ACTIVITIES THAT HELP K-8 CHILDREN LEARN ABOUT SUN SAFETY, UV RADIATION, AND STRATOSPHERIC OZONE.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

CAMPAIGNS

NEEF IS COMMITTED TO FURTHERING ENVIRONMENTALLY-RESPONSIBLE BEHAVIOR THROUGHOUT THE US POPULATION.

- EMPLOYEE ENGAGEMENT: NEEF WORKS WITH ORGANIZATIONS ON ENGAGEMENT

CAMPAIGNS TO INCREASE AWARENESS AND SUPPORT FOR CORPORATE SOCIAL RESPONSIBILITY PRIORITIES AND ENCOURAGE TEAM MEMBERS TO TAKE ACTION ON SUSTAINABILITY AT WORK, AS WELL AS AT HOME AND IN THEIR COMMUNITIES.

NEEF ALSO CONVENES CORPORATE THOUGHT LEADERS TO ASSESS BEST PRACTICES, CONDUCT SUSTAINABILITY SURVEYS, AND CREATE TOOLS TO MEASURE THE RETURN ON INVESTMENT OF ENGAGING EMPLOYEES IN ENVIRONMENTAL EDUCATION AND BEHAVIORS.

- ENGAGEMENT CAMPAIGNS: NEEF PARTNERS WITH SPORTS LEAGUES (SUCH AS THE

NBA AND THE NHL), MUSEUMS, ZOOS, AND AQUARIA TO PROMPT FANS AND

VISITORS TO TAKE ENVIRONMENTAL ACTIONS AT HOME. THESE CAMPAIGNS ARE

GROUNDING IN BEHAVIORAL SCIENCE, ENGAGE AMERICANS IN "LEARNING BY

Name of the organization	NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.	Employer identification number	54-1557043
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DOING," AND DEMONSTRATE THAT COLLECTIVE ACTIONS CAN CREATE LARGE-SCALE IMPACTS.

EXPENSES \$ 289,350. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

PUBLIC OUTREACH:

PUBLIC OUTREACH WORKS TO UNDERSTAND AND MARKET TO NEEF'S AUDIENCES.

NEEF DEVELOPS AND DISSEMINATES PRACTICAL AND INFORMATIVE INFORMATION THROUGH ITS WEBSITE AND MONTHLY NEWSLETTERS - THE NEEF CONNECT AND EE IN FOCUS- AS WELL AS SHARING RELEVANT INFORMATION THROUGH ITS SOCIAL MEDIA CHANNELS AND TRADITIONAL MEDIA.

EXPENSES \$ 371,255. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

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

THE ORGANIZATION HAS ONE CLASS OF MEMBERSHIP, WHICH IS ITS EPA ADMINISTRATOR.

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

IN THE CONGRESSIONAL ACT THAT CREATED NEEF, IT STIPULATES THAT THE EPA NOMINATES THE ORGANIZATION'S BOARD OF DIRECTORS.

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

THE 990 WAS REVIEWED BY THE VP OF FINANCE & ADMINISTRATION AND THE PRESIDENT OF THE FOUNDATION. IT WAS THEN SENT TO THE PRESIDENT AND TREASURER OF THE BOARD OF TRUSTEES FOR REVIEW. BOTH CONTACT THE FOUNDATION STAFF AND/OR THE AUDITORS DIRECTLY IF NEEDED. THE 990 WAS THEN PRESENTED TO THE FULL BOARD FOR APPROVAL PRIOR TO FILING WITH THE IRS.

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

Name of the organization	NATIONAL ENVIRONMENTAL EDUCATION AND TRAINING FOUNDATION, INC.	Employer identification number	54-1557043
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THE BOARD AND STAFF COMPLETE A CONFLICT OF INTEREST FORM ANNUALLY. IF A CONFLICT OF INTEREST ARISES, ANY BOARD MEMBER FAILING TO MAKE A DISCLOSURE IS SUBJECT TO DISCIPLINARY ACTION, INCLUDING DISMISSAL. IF THE PRESIDENT OR A MEMBER OF THE BOARD OF DIRECTORS FAILS TO FILE A REQUIRED DISCLOSURE, THE CHAIRMAN OF THE BOARD OF DIRECTORS DECIDES ON APPROPRIATE ACTION. IF THE CHAIRMAN FAILS TO MAKE A REQUIRED DISCLOSURE, THE VICE CHAIRMAN DECIDES AN APPROPRIATE ACTION.

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

THE EXECUTIVE COMMITTEE REVIEWS A SALARY SURVEY AND ALSO WHAT INDIVIDUALS IN COMPARABLE POSITIONS IN OTHER, SIMILARLY SIZED NONPROFITS ARE CURRENTLY BEING PAID. THIS IS DONE THROUGH REVIEW OF PROFESSIONAL CONTACTS. THE COMPENSATION PROCESS IS DOCUMENTED IN THE BOARD MINUTES. THIS POLICY APPLIES TO THE PRESIDENT AND THIS PROCESS IS IMPLEMENTED AND REVIEWED BY THE BOARD CHAIR. THE BOARD TREASURER IS CONSULTED ON THE COMPENSATION OF KEY EMPLOYEES OF THE ORGANIZATION. THE LAST COMPENSATION REVIEW TOOK PLACE IN NOVEMBER 2023.

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

AL, AR, CA, FL, GA, HI, IL, KS, KY, MD, MA, MI, MN, MS, NH, NJ, NM, NY, NC, OR, PA, RI, SC, TN, UT
VA, WV, WI

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

FINANCIAL INFORMATION IS PROVIDED IN THE FOUNDATION'S ANNUAL REPORT ON THE WEBSITE WWW.NEEFUSA.ORG. FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST ONLINE AND IN PRINT. THE ORGANIZATIONAL DOCUMENTS ESTABLISHING THE FOUNDATION ARE AVAILABLE ONLINE AND THE CONFLICT OF INTEREST POLICY IS AVAILABLE UPON REQUEST.