** PUBLIC DISCLOSURE COPY **	
OOD 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)	<u>2020</u>
Department of the Treasury	Open to Public Inspection
Internal Revenue Service Go to www.irs.gov/Form990 for instructions and the latest information. A For the 2020 calendar year, or tax year beginning JUL 1, 2020 and ending JUN 30, 2021	Inspection
B Check if C Name of organization D Employer identification	on number
applicable:	
Address FRIENDS OF THE EARTH (ACTION), INC. Name Doing business as 13-2644641	
Final 1101 15 TH STREFT NW 1100 (202) 783-	7400
Ireturn/ Iretu	1,191,188.
X Amended WASHINGTON, DC 20036-2002 H(a) Is this a group return	
Applica- tion F Name and address of principal officer: ERICH PICA for subordinates?	
Pending SAME AS C ABOVE H(b) Are all subordinates included	d? Yes No
I Tax-exempt status: $501(c)(3)$ X $501(c)(4)$ (insert no.) $4947(a)(1)$ or 527 If "No," attach a list.	See instructions
J Website: ► WWW.FOEACTION.ORG	
K Form of organization: X Corporation Trust Association Other ► L Year of formation: 1969 M Sta	ite of legal domicile: NY
Part I Summary	
1 Briefly describe the organization's mission or most significant activities: FOE ACTION FIGHTS FOR LA 2 LAWMAKERS THAT PROTECT THE ENVIRONMENT.	WS AND
LAWMAKERS THAT PROTECT THE ENVIRONMENT. 2 Check this box ▶ □ if the organization discontinued its operations or disposed of more than 25% of its net assets. 3 Number of voting members of the governing body (Part VI, line 1a) 4 Number of independent voting members of the governing body (Part VI, line 1b)	
8 3 Number of voting members of the governing body (Part VI, line 1a)	6
	6
5 Total number of individuals employed in calendar year 2020 (Part V, line 2a) 5	0
6 Total number of volunteers (estimate if necessary)	250
5 Total number of individuals employed in calendar year 2020 (Part V, line 2a) 5 6 Total number of volunteers (estimate if necessary) 6 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	0.
Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h) 924,474. 9 Program service revenue (Part VIII, line 2g) 0.	<u>1,191,188.</u> 0.
	0.
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 1. 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 11.	0.
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) III. 12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 924,486.	1,191,188.
13 Grants and similar amounts paid (Part IX, column (A), lines 1·3) 51,500.	191,614.
14 Benefits paid to or for members (Part IX, column (A), line 4)	0.
	680,567.
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 494,350. 16a Professional fundraising fees (Part IX, column (A), line 11e) 0. b Total fundraising expenses (Part IX, column (D), line 25) 174,047. 17 Other expenses (Part IX, column (A), line 11e, 11e, 11e, 11e, 11e, 11e, 11e, 11	0.
b Total fundraising expenses (Part IX, column (D), line 25)	
	427,355.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 964,403.	1,299,536.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 964,403. 19 Revenue less expenses. Subtract line 18 from line 12 -39,917.	
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 964,403. 19 Revenue less expenses. Subtract line 18 from line 12 -39,917.	1,299,536. -108,348. End of Year
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 964,403. 19 Revenue less expenses. Subtract line 18 from line 12 -39,917.	1,299,536. -108,348. End of Year 819,643.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 964,403. 19 Revenue less expenses. Subtract line 18 from line 12 -39,917.	1,299,536. -108,348. End of Year 819,643. 31,930.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 964,403. 19 Revenue less expenses. Subtract line 18 from line 12 -39,917. 10 Beginning of Current Year 11 325,269. 21 Total liabilities (Part X, line 26) 22 Net assets or fund balances. Subtract line 21 from line 20 896,061.	1,299,536. -108,348. End of Year 819,643.
17 Outlet expenses (Part IX, column (A), lines Harrid, Hir24e) 120, 3074 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 964, 403. 19 Revenue less expenses. Subtract line 18 from line 12 -39, 917. 19 Revenue less expenses. Subtract line 18 from line 12 -39, 917. 10 Total assets (Part X, line 16) 1, 325, 269. 21 Total liabilities (Part X, line 26) 429, 208. 22 Net assets or fund balances. Subtract line 21 from line 20 896, 061. Part II Signature Block	1,299,536. -108,348. End of Year 819,643. 31,930. 787,713.
17 Outlet expenses (Part IX, column (A), lines Trand, Th24e) 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 19 Revenue less expenses. Subtract line 18 from line 12 19 Revenue less expenses. Subtract line 18 from line 12 10 Total assets (Part X, line 16) 11 Signature Block 11 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 know	1,299,536. -108,348. End of Year 819,643. 31,930. 787,713.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 964,403. 19 Revenue less expenses. Subtract line 18 from line 12 -39,917. 19 Revenue less expenses. Subtract line 18 from line 12 -39,917. 20 Total assets (Part X, line 16) 1,325,269. 21 Total liabilities (Part X, line 26) 429,208. 22 Net assets or fund balances. Subtract line 21 from line 20 896,061. 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 know true, correct, and complete_Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.	1,299,536. -108,348. End of Year 819,643. 31,930. 787,713.
17 Outlet expenses (Part IX, column (A), lines Trand, Th24e) 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 19 Revenue less expenses. Subtract line 18 from line 12 19 Revenue less expenses. Subtract line 18 from line 12 10 Total assets (Part X, line 16) 11 Signature Block 11 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 know	1,299,536. -108,348. End of Year 819,643. 31,930. 787,713.

	Type or print name and title						
	Print/Type preparer's name	Preparer's signature	Date Check PTIN				
Paid	MICHAELA J. CROMAR, CPA	MICHAELA J. CROMAR,	06/21/22 self-employed P00895728				
Preparer	arer Firm's name CLIFTONLARSONALLEN LLP Firm's EIN 41-0746749						
Use Only	y Firm's address 901 N. GLEBE ROAD, SUITE 200						
	ARLINGTON, VA 22203 Phone no. 571-227-9500						
May the I	RS discuss this return with the preparer shown abo	ve? See instructions	X Yes No				

032001 12-23-20 LHA For Paperwork Reduction Act Notice, see the separate instructions.

Form **990** (2020)

	990 (2020) FRIENDS OF THE EARTH (ACTION), INC. 13-2644641 Page 2 t III Statement of Program Service Accomplishments	2
		٦
	Check if Schedule O contains a response or note to any line in this Part III	1
1	Briefly describe the organization's mission:	
	TO IMPROVE THE ENVIRONMENT THROUGH EDUCATION AND POLICY WORK, WITH AN	
	EMPHASIS ON POLLUTION, CLIMATE CHANGE, AND ENERGY ISSUES; AND HOW	
	CONGRESS AND THE ADMINISTRATION STAND ON THESE ISSUES.	
		_
2	Did the organization undertake any significant program services during the year which were not listed on the	-
-		
	· · · · · · · · · · · · · · · · · · ·)
	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?)
	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.	
		<u>,</u>
4a)
	FRIENDS OF THE EARTH (ACTION), INC. (FOE ACTION) CONDUCTED OUTREACH	
	EFFORTS THROUGH ITS WEBSITE, EMAILS, AND SOCIAL MEDIA TO EDUCATE THE	
	PUBLIC AND EXPAND ITS BASE OF GRASSROOTS ACTIVISTS WITH THE GOAL OF	
	INCREASING SUPPORT FOR PROGRESSIVE ENVIRONMENTAL AND SOCIAL WELFARE	
	POLICIES. OUR MEMBERSHIP AND ORGANIZING PROGRAM EDUCATED OUR MEMBERS,	
	VOLUNTEERS, ACTIVISTS, ALLIES AND THE GENERAL PUBLIC ABOUT THE HARM THE	_
		_
	TRUMP ADMINISTRATION, AND ITS APPOINTEES, CONGRESS, AND CORPORATIONS	_
	WERE CAUSING TO THE ENVIRONMENT.	
		_
		—
4b	(Code:) (Expenses \$ including grants of \$) (Revenue \$))
		_
		_
		—
		_
		_
		_
		—
		_
4c	(Code:) (Expenses \$ including grants of \$) (Revenue \$))
		-
		_
		—
		_
		_
		-
		—
		_
		_
_		_
4d	Other program services (Describe on Schedule O.)	-
	(Expenses \$ including grants of \$) (Revenue \$)	—
4e	Total program service expenses ► 1,064,713.	
	Form 990 (202	D)
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	3	

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Form	990	(2020)
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Part IV Checklist of Required Schedules

FRIENDS OF THE EARTH (ACTION), INC.

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
	If "Yes," complete Schedule A	1		X
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
	public office? If "Yes," complete Schedule C, Part I	3	Х	<u> </u>
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
	during the tax year? If "Yes," complete Schedule C, Part II	4		┝───
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or			
	similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5	X	┝───
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to			
	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete			
	Schedule D, Part III	8		X
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for			
	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?			
	If "Yes," complete Schedule D, Part IV	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			
	or in quasi endowments? If "Yes," complete Schedule D, Part V	10		X
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X			
	as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			
	Part VI	11a		X
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
С	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		X
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in			
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		X
	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	Х	<u> </u>
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	Х	<u> </u>
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	12a		X
b	Was the organization included in consolidated, independent audited financial statements for the tax year?			
	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b	X	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		x
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,			
	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			
	or more? If "Yes," complete Schedule F, Parts I and IV	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any			v
40	foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to			v
4-	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,			v
40	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I	17		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			v
40	1c and 8a? If "Yes," complete Schedule G, Part II	18		X
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If</i> "Yes,"			v
~~	complete Schedule G, Part III	19		X X
	Did the organization operate one or more hospital facilities? <i>If</i> "Yes," <i>complete Schedule H</i>	20a		
	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or		v	
	domestic government on Part IX, column (A), line 1? If "Yes." complete Schedule I. Parts I and II	21	X QQA	(0000)
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			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			
	Schedule J	23	X	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
	Schedule K. If "No," go to line 25a	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease			
	any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit			
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			
	Schedule L, Part I	25b		X
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current			
	or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%			
	controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		X
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee,			
	creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled			
	entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		X
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV			
	instructions, for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If			
	"Yes," complete Schedule L, Part IV	28a		X
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		X
	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If			
	"Yes," complete Schedule L, Part IV	28c		x
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M	30		x
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes." complete			
	Schedule N, Part II	32		x
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		x
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and			
	Part V, line 1	34	х	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		x
	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity			
	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			
	If "Yes," complete Schedule R, Part V, line 2	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		x
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?			
	Note: All Form 990 filers are required to complete Schedule O	38	х	
Pa				·
-	Check if Schedule O contains a response or note to any line in this Part V			
	· · · · · · · · · · · · · · · · · · ·		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1a 16			_
	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable 1b	-		
	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			
	(gambling) winnings to prize winners?	1c	Х	
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<u>Form 990 (</u> 2						(ACTION),	INC.	13-2644641	Pa	age 5
Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)										
									Vas	No

			Vee					
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,		Yes	No				
20	filed for the calendar year ending with or within the year covered by this return 2a 0							
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b						
	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e_{-file} (see instructions)							
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		Х				
	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b						
	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a							
	financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		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?	5a		X				
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X				
	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	<u>5c</u>		├───				
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit			v				
_	any contributions that were not tax deductible as charitable contributions?	<u>6a</u>		X				
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts							
-	were not tax deductible?	6b						
7	Organizations that may receive deductible contributions under section 170(c). Did the graphization requires a payment in graphic of C_{2} mode path as a contribution and partly for goods and convises provided to the payor?	7-		x				
a h	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? If "Yes," did the organization notify the donor of the value of the goods or services provided?	7a 7b						
	 If "Yes," did the organization notify the donor of the value of the goods or services provided? Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required 							
Ũ	to file Form 8282?	7c		x				
d	If "Yes," indicate the number of Forms 8282 filed during the year							
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		х				
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		Х				
g	g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?							
h	h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?							
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the							
	sponsoring organization have excess business holdings at any time during the year?	8		L				
9	Sponsoring organizations maintaining donor advised funds.							
а	Did the sponsoring organization make any taxable distributions under section 4966?	9a		<u> </u>				
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		<u> </u>				
10	Section 501(c)(7) organizations. Enter:							
a	Initiation fees and capital contributions included on Part VIII, line 12							
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b							
11	Section 501(c)(12) organizations. Enter:							
	Gross income from members or shareholders 11a Gross income from other sources (Do not net amounts due or paid to other sources against Image: Comparison of the sources against							
b	amounts due or received from them.)							
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a						
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year							
13	Section 501(c)(29) qualified nonprofit health insurance issuers.	1						
а	Is the organization licensed to issue qualified health plans in more than one state?	13a						
	Note: See the instructions for additional information the organization must report on Schedule O.							
b	Enter the amount of reserves the organization is required to maintain by the states in which the							
	organization is licensed to issue qualified health plans 13b							
с	Enter the amount of reserves on hand 13c							
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		X				
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b		 				
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or							
	excess parachute payment(s) during the year?	15		X				
	If "Yes," see instructions and file Form 4720, Schedule N.			v				
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		X				
	If "Yes," complete Form 4720, Schedule O.	Eoro	990	(2020)				
		COLU	, 550	(2020)				

Form 990	(2020)
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FRIENDS OF THE EARTH (ACTION), INC.

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

X

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.

					Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	e	5		
	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.					
h	Enter the number of voting members included on line 1a, above, who are independent	1b	6	5		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship			-		
2				2		X
3	officer, director, trustee, or key employee? Did the organization delegate control over management duties customarily performed by or under the			-		
3	of officers, directors, trustees, or key employees to a management company or other person?			3		l v
	Did the organization make any significant changes to its governing documents since the prior Form 99			4		XX
4				5		X
5	Did the organization become aware during the year of a significant diversion of the organization's asse			6	Х	
6	Did the organization have members or stockholders?			6	~	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or app				v	
	more members of the governing body?			7a	Х	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, sto	ckholders,	or			.,
	persons other than the governing body?			7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year	-	-			
а	The governing body?			<u>8a</u>	X	
b	Each committee with authority to act on behalf of the governing body?			8b	Х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reach	ned at the				
	organization's mailing address? If "Yes," provide the names and addresses on Schedule O			9		X
ec	tion B. Policies (This Section B requests information about policies not required by the Internal Rev	enue Code.)			
					Yes	N
0a	Did the organization have local chapters, branches, or affiliates?			10a		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such cha	pters, affilia	ates,			
	and branches to ensure their operations are consistent with the organization's exempt purposes?			10b		
1a	Has the organization provided a complete copy of this Form 990 to all members of its governing body			11a	Х	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.					
	Did the organization have a written conflict of interest policy? If "No," go to line 13			12a	Х	
	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise t			12b	Х	
	Did the organization regularly and consistently monitor and enforce compliance with the policy? If " γ_e					
•	in Schedule O how this was done	,		12c	х	
3	Did the organization have a written whistleblower policy?			13	X	
4	Did the organization have a written document retention and destruction policy?			14	X	
- 5						
5	Did the process for determining compensation of the following persons include a review and approval	by indepen	uent			
_	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			45.	х	
	The organization's CEO, Executive Director, or top management official			15a	X	
b	Other officers or key employees of the organization			15b	Λ	
_	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).					
6a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement	ent with a				
	taxable entity during the year?			16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate		ation			
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organiz					
	exempt status with respect to such arrangements?			16b		
ec	tion C. Disclosure					
7	List the states with which a copy of this Form 990 is required to be filed AL , AK , AR , AZ , CA	<u>, CO, C'</u>	T,FL,GA	,IL	<u>, KS ,</u>	, L.
8	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and	d 990-T (See	ction 501(c)(3	s only)	availa	ble
	for public inspection. Indicate how you made these available. Check all that apply.					
	Own website Another's website X Upon request Other (explain of	on Schedul	e O)			
9	Describe on Schedule O whether (and if so, how) the organization made its governing documents, con			d finan	cial	
	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 book	s and reco	rds 🕨			
-	ERICH PICA - 202-783-7400		· · ·			
		0005				
						(20)

Form 990 (2020)	FRIENDS OF	THE EARTH	(ACTION), INC.	13-2644641	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 compe	ensation for the calendar year en	ding with or within the organization's	s tax year.		
 List all of the organiz Enter -0- in columns (D), (E) 			ether individuals or organizations	s), regardless of amount of compensations	ation.		

• List all of the organization's current key employees, if any. See instructions for definition of "key employee."

• List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

• List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

• List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See 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)	(B)			(0	C)			(D)	(E)	(F)
Name and title	Average	(do	Position (do not check more than one		Reportable	Reportable	Estimated			
	hours per	box	, unles	ss pei	rson i	s both	ı an	compensation	compensation	amount of
	week		cer an I	dad	irecto	r/trus [.]	tee)	from	from related	other
	(list any	ector						the	organizations	compensation
	hours for	or dir	e			ated		organization	(W-2/1099-MISC)	from the
	related organizations	ustee	trust		98	suadu		(W-2/1099-MISC)		organization and related
	below	ual tr	tional		yolqr	t con /ee	~			organizations
	line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			organizations
(1) PICA, ERICH G	9.38		_				-			
PRESIDENT	28.13			Х				47,500.	142,500.	11,575.
(2) PAULSEN, ELIZABETH	18.75									
VP OF ORGANIZING	18.75					X		81,133.	81,133.	5,720.
(3) DYER, JULIE	4.97									
VP OF ADMINISTRATION & ORGANIZATION	32.53			Х				17,277.	113,116.	12,040.
(4) STOCKER, PETER A	2.63									
VP OF MEMBERSHIP & DEVELOPMENT	34.88					X		8,888.	118,083.	8,116.
(5) CHAN, MICHELLE WAI-WAH	2.81									
VP OF PROGRAMS	34.69					X		9,440.	116,429.	5,501.
(6) TRIVEDI, JAHNAVI	2.81									
DIRECTOR, FINANCE	34.69					X		8,570.	105,700.	12,364.
(7) ARCHER, LISA	0.68							1 0.55	105 101	1 - 000
DIRECTOR, FOOD & AGRICULTURE PROGRAM	36.82					X		1,966.	106,491.	15,392.
(8) ANN HOFFMAN	1.00								•	•
CHAIR	1 00	X		X				0.	0.	0.
(9) BUNNY GABEL	1.00								•	•
VICE CHAIR (THRU 7/20)	1 00	X		X				0.	0.	0.
(10) ARTURO GARCIA-COSTAS	1.00								•	•
VICE CHAIR	1.00	Х		Х				0.	0.	0.
(11) MICHAEL J HERZ	1.00								•	•
BOARD MEMBER	1.00	Х						0.	0.	0.
(12) NAVINA KHANNA	1.00							0	0	0
BOARD MEMBER	1 00	X						0.	0.	0.
(13) ANTHONY RODGERS-WRIGHT	1.00								•	•
BOARD MEMBER	1 0 0	Х						0.	0.	0.
(14) SOROUSH SHEHABI	1.00	37						0	0	0
BOARD MEMBER	1.00	X						0.	0.	0.
										5 000 (0000)

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Form 990 (2020)

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	F THE E	iAR	TH	. (AC	TI	ON), INC.	13-26	4464	L F	Page 8
t VII Section A. Officers, Directors, Trust	ees, Key Emp	ploy	ees,	and	l Hig	ghes	t Co	ompensated Employee	s (continued)			
(A) Name and title	below	box offic	not ch , unles cer an	Posi heck r ss per id a di	ition more son is irecto	than o s both r/trust	an ee)	(D) Reportable compensation from the organization (W-2/1099-MISC)	from related organizations	CO C) C)	amount othe mpens from tl rganiza nd rela	t of r ation he ition ited
	line)	pul	lns	Offi	Key	Hig em	For					
2.44.44								174 774	783 /5	2	70 7	108
Total from continuation sheets to Part VII,	Section A					I		0.		0.		0.
							> o re			2.	/0,/	
compensation from the organization											Yes	0 No
	-			•	•		Ŭ	• •		3		x
For any individual listed on line 1a, is the sur	m of reportabl	e co	mpe	ensat	tion	and	oth	er compensation from t	he organization		x	
Did any person listed on line 1a receive or ad	ccrue compen	Isati	on fr	om a	any	unre	late	ed organization or individ	dual for services			X
	plete Schedule	e J fo	or su	ich p	Derso	on .				5		
	•	•							•	ensation	from	
(A) Name and business a	address	NC	ONE	2				(B) Description of s	ervices			on
		ot lin	nited	d to t	~		ted	above) who received mo	ore than			
	t VII Section A. Officers, Directors, Trust (A) Name and title Name and title Name and title Name and title Name and title Subtotal Image: Subtotal Total from continuation sheets to Part VII, Total from continuation sheets to Part VII, Total from continuation sheets to Part VII, Total number of individuals (including but no compensation from the organization Did the organization list any former officer, line 1a? If "Yes," complete Schedule J for su. For any individual listed on line 1a, is the sur and related organizations greater than \$150. Did the organization. Report Contractors Complete this table for your five highest con the organization. Report compensation for the organization? If "Yes," compliant the organization. Report compensation for the organization for the organization. Report compensation for the organization. (A) Name and business and	t VII Section A. Officers, Directors, Trustees, Key Emp (A) Name and title (B) Average hours per week (list any hours for related organizations below line) Comparised on the second of the second	tviii Section A. Officers, Directors, Trustees, Key Employ (A) (B) Name and title Average hours per week (list any below line) (d) Image: state of the state of th	tviii Section A. Officers, Directors, Trustees, Key Employees, (A) Average hours per week Ido not control bours per week (B) Average hours for related organizations below Ido not control bours for related (B) Average hours for related Ido not control bours for related (B) Ido not control bours for related Ido not control bours for related (B) Ido not control bours for related Ido not control bours for related (B) Ido not control bours for related Ido not control bours for related (B) Ido not control bours for related Ido not control bours for related (B) Ido not control bours for related Ido not control bours for related Ido not control bours for related (B) Ido not control bours for rendered for individual (including but not limited to those liste compensation from the organization bours for such individual for any individual sited on line 1a, is the sum of reportable compe and related organizations greater than \$150,000? If "Yes," complete Compet and related organizations greater than \$150,000? If "Yes," complete Compet and related organization? If "Yes," complete Schedule J for such to such Independent Contractors (Complete this table for your five highest compensated independent the organization. Report compensation for the calendar year endir (A) Name and business address NONE	tviii) Section A. Officers, Directors, Trustees, Key Employees, and (A) (B) Name and title Average hours per week (list any related organizations below line) (D) 100 100	tvill Section A. Officers, Directors, Trustees, Key Employees, and His (A) (A) Name and title (B) Name and title Average (B) (C) Name and title (C) Nume and title (C) Subtotal (C) Total number of individuals (ncluding but not limited to those listed above compensation from the organization Subtotal (C) Total number of individuals (ncluding but not limited to those listed above compensation from the organization To	Ymall Section A. Officers, Directors, Trustees, Key Employees, and Highes (A) (B) Name and title Average hours per week (Name and title Average fours per week (Name and title C) Position related organizations below Image of the top of the top of the top of the top of the top of the top of the top of the top of the top of the top of the top of the top of t	YIII Section A. Officers, Directors, Trustees, Key Employees, and Highest C. (A) (B) Name and title Average (B) (C) Name and title (B) (B) (C) (B) (C) (B) (C) (B) (B) (B) (B)	EVII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employee (A) Average (B) Average Nours per related organizations below (B) 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 <tr< td=""><td>Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees, continuatal (C) (C)</td><td>WIII Sector A. Officers, Directors, Trustees, Key Employees, and Highest Companyated Employees (continued). (A) (B) (C) (C)</td><td>EVIII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Engloyees, Coatinuer). Coatinuer) (A) (A) (B) (C) (C)</td></tr<>	Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees, continuatal (C) (C)	WIII Sector A. Officers, Directors, Trustees, Key Employees, and Highest Companyated Employees (continued). (A) (B) (C) (C)	EVIII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Engloyees, Coatinuer). Coatinuer) (A) (A) (B) (C) (C)

			2020) FRIENDS OF T	HE EARTH	(ACTION),	INC.	13-2644	641 Page 9
Pa	rt V	/	Statement of Revenue					
			Check if Schedule O contains a respons	e or note to any lin	e in this Part VIII			
				•	(A)	(B)	(C)	(D)
					Total revenue	Related or exempt		Revenue excluded from tax under
						function revenue	business revenue	sections 512 - 514
<i>(</i> 0 , <i>(</i> 0)		_	Fordeviated comparisons					
nts	1		Federated campaigns 1a		-			
Gra			Membership dues 1b		4			
Contributions, Gifts, Grants and Other Similar Amounts			Fundraising events 1c		4			
Gift ar		d	Related organizations 1d	300,000.				
s, (mi		е	Government grants (contributions) 1e					
rsi		f	All other contributions, gifts, grants, and					
but			similar amounts not included above 1f	891,188.				
oftri		g	Noncash contributions included in lines 1a-1f	10,175.	1			
Son		-	Total. Add lines 1a-1f		1,191,188	•		
0 0				Business Code	1/1/100	•		
	-							
ice	2	а		_				
er v		b		_				
Si		С		_				
an ev		d						
Program Service Revenue		е						
P		f	All other program service revenue					
			Total. Add lines 2a-2f					
	3		Investment income (including dividends, inte					
	-		other similar amounts)					
	4		Income from investment of tax-exempt bond					
			•	•				
	5		Royalties	(ii) Personal				
				(II) Personal	4			
	6	а	Gross rents 6a		-			
		b	Less: rental expenses 6b		-			
		С	Rental income or (loss) 6c					
		d	Net rental income or (loss)	🕨				
	7	а	Gross amount from sales of (i) Securities	s (ii) Other				
			assets other than inventory 7a]			
		b	Less: cost or other basis					
e			and sales expenses					
evenue		~	Gain or (loss)		1			
Other R	_		Net gain or (loss)	····				
the	8	а	Gross income from fundraising events (not					
ō			including \$ of					
			contributions reported on line 1c). See					
			Part IV, line 18	Ba				
		b	Less: direct expenses	3b				
		с	Net income or (loss) from fundraising events	>				
	9		Gross income from gaming activities. See					
)a				
		b		9b				
			Net income or (loss) from gaming activities					
	10		- -					
	10	d	Gross sales of inventory, less returns	0.0				
			and allowances		-			
			J	Ob				
		С	Net income or (loss) from sales of inventory					
s				Business Code				
e ou	11	а						
ane		b						
ellé		с						
Miscellaneous Revenue		d	All other revenue					
Σ			Total. Add lines 11a-11d					
	12		Total revenue. See instructions		1,191,188	. 0.	0.	0.
03200				····· P	,_,_,_,			Form 990 (2020
JU200	J 12-	-د	20					10111 (2020

FRIENDS OF THE EARTH (ACTION), Part IX Statement of Functional Expenses

13-2644641 Page 10

INC.

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 respons	((C)	<u>X</u>
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations	101 614	101 614		
~	and domestic governments. See Part IV, line 21	191,614.	191,614.		
2	Grants and other assistance to domestic				
3	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,				
5	trustees, and key employees	83,787.	22,949.	54,646.	6,192
6	Compensation not included above to disqualified			51/0100	0,101
Ŭ	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	456,202.	405,629.	21,032.	29,541
8	Pension plan accruals and contributions (include	,	,	,	
-	section 401(k) and 403(b) employer contributions)	12,114.	10,839.	471.	804
9	Other employee benefits	86,042.	70,040.	10,121.	804 5,881
10	Payroll taxes	42,422.	33,739.	5,801.	2,882
11	Fees for services (nonemployees):				•
а					
b	Legal	29,166.	17,765.	11,401.	
с		22,689.		22,689.	
d					
е					
f	Investment management fees				
g					
•	column (A) amount, list line 11g expenses on Sch O.)	54,323.	16,095.	7,415.	30,813.
12	Advertising and promotion	39,398.	39,398.		
13	Office expenses	1,898.	432.	1,444.	22.
14	Information technology	112,816.	69,434.	30,171.	13,211.
15	Royalties				
16	Occupancy	89,504.		89,504.	
17	Travel				
18	Payments of travel or entertainment expenses				
	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization				
23	Insurance				
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 0.)				
а	TRANSACTION PROCESSING	41,003.	-	3,565.	37,438
b	RESEARCH, DATA, LISTS	22,531.	3,395.		19,136.
с	OTHER EXPENSE	14,027.		1,220.	12,807
d	OVERHEAD ALLOCATION	0.	183,384.	-198,704.	15,320.
е	All other expenses				
25	Total functional expenses. Add lines 1 through 24e	1,299,536.	1,064,713.	60,776.	174,047.
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 I if following SOP 98-2 (ASC 958-720)				

11

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	FRIENDS	OF.	THE	EARTH	(ACTION),	TNC
eet						

orm 990 Part X	(2020) FRIENDS OF THE EARTH (ACTION), Balance Sheet	INC.	13-2	2644641 Page 11
	Check if Schedule O contains a response or note to any line in this Part X			
		(A)		(B)
		Beginning of year		End of year
1	Cash - non-interest-bearing	1,322,936.	1	812,155
2	•		2	
3			3	
4	Accounts receivable, net	1,051.	4	5,018
5		,	_	
	trustee, key employee, creator or founder, substantial contributor, or 35%			
	controlled entity or family member of any of these persons		5	
6				
	under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
σ 7	Notes and loans receivable, net		7	
Assets			8	
Š 9		1,282.	9	2,470
	a Land, buildings, and equipment: cost or other	_,		_,
	basis. Complete Part VI of Schedule D 10a			
	b Less: accumulated depreciation 10b		10c	
11	Investments - publicly traded securities		11	
12			12	
13			13	
14	Intangible assets		14	
15	Other assets. See Part IV, line 11		15	
16	Total assets. Add lines 1 through 15 (must equal line 33)	1,325,269.	16	819,643
17	Accounts payable and accrued expenses	65,754.	17	11,080
18		•	18	•
19	Deferred revenue		19	
20	Tax-exempt bond liabilities		20	
21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
رم 22				
Itie	trustee, key employee, creator or founder, substantial contributor, or 35%			
Liabilities	controlled entity or family member of any of these persons		22	
₂₃ ا ت	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	363,454.	25	20,850
26		429,208.	26	31,930
	Organizations that follow FASB ASC 958, check here 🕨 🗴			
ses	and complete lines 27, 28, 32, and 33.			
u 27	Net assets without donor restrictions	597,903.	27	281,871
8 28	Net assets with donor restrictions	298,158.	28	505,842
2	Organizations that do not follow FASB ASC 958, check here 🕨 📃			
<u>n</u>	and complete lines 29 through 33.			
ਨੂੰ 29	Capital stock or trust principal, or current funds		29	
51 30	Paid-in or capital surplus, or land, building, or equipment fund		30	
∛ ∛ 31	Retained earnings, endowment, accumulated income, or other funds		31	
Net Assets or Fund Balances 82 25 05 05 05 05 05 05 05 05 05 05 05 05 05	Total net assets or fund balances	896,061.	32	787,713
2 33		1,325,269.	33	819,643

619,643. Form **990** (2020)

Form	1990 (2020) FRIENDS OF THE EARTH (ACTION), INC.	13-26	44641	Pag	_{ge} 12
Pa	rt XI Reconciliation of Net Assets				
	Check if Schedule O contains a response or note to any line in this Part XI		<u></u>		
1	Total revenue (must equal Part VIII, column (A), line 12)	1	1,191		
2	Total expenses (must equal Part IX, column (A), line 25)	2	1,299		
3	Revenue less expenses. Subtract line 2 from line 1	3	-108		
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	896	5,00	51.
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	.787	, 1	13.
Ра	rt XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII				X
				Yes	No
1	Accounting method used to prepare the Form 990: Cash X Accrual Other				
	If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule	0.			37
2a			2 a		X
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	on a			
	separate basis, consolidated basis, or both:				
	Separate basis Consolidated basis Both consolidated and separate basis			v	
b	Were the organization's financial statements audited by an independent accountant?		2 b	X	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate	e basis,			
	consolidated basis, or both:				
	Separate basis X Consolidated basis Both consolidated and separate basis				
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the		2c	x	
	review, or compilation of its financial statements and selection of an independent accountant?		20	~	
0-	If the organization changed either its oversight process or selection process during the tax year, explain on Sch				
Ja	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Sir	0			x
Ŀ	Act and OMB Circular A-133?		. <u>3a</u>		
a	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the requi		3b		
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits		J 3D		(0000)

Form **990** (2020)

Schedule B

(Form 990, 990-EZ, or 990-PF) Department of the Treasury Internal Revenue Service

Schedule of Contributors

Attach to Form 990. Form 990-EZ, or Form 990-PF. Go to www.irs.gov/Form990 for the latest information. OMB No. 1545-0047

2020

er

Name of the organizat	tion	Employer identification numb
	FRIENDS OF THE EARTH (ACTION), INC.	13-2644641
Organization type (ch	neck one):	
Filers of:	Section:	
Form 990 or 990-EZ	X 501(c)(4) (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

X 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 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from
any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h;
or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (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, 990-EZ, or 990-PF), but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

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

Name of organization

Employer identification number

13-2644641

FRIENDS OF THE EARTH (ACTION), INC.

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		\$300,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2		\$ <u>10,175.</u>	Person Payroll Noncash X (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3		\$ <u>20,000.</u>	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
4		\$ <u>10,000.</u>	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll On Complete Part II for noncash contributions.)

Schedule B (Form 990, 990-EZ, or 990-PF) (2020)

10290621 131839 064-126547

Employer identification number

FRIENDS OF THE EARTH (ACTION), INC.

13-2644641

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed. (a) (c) No. (b) (d) FMV (or estimate) from Description of noncash property given Date received (See instructions.) Part I STOCK GIFT 2 10/22/20 10,175. \$ (a) (c) No. (b) (d) FMV (or estimate) from Description of noncash property given **Date received** (See instructions.) Part I \$ (a) (c) No. (b) (d) FMV (or estimate) from Description of noncash property given **Date received** (See instructions.) Part I \$ (a) (c) No. (d) (b) FMV (or estimate) from Description of noncash property given **Date received** (See instructions.) Part I \$ (a) (c) No. (b) (d) FMV (or estimate) from Date received Description of noncash property given (See instructions.) Part I \$ (a) (c) No. (b) (d) FMV (or estimate) from Description of noncash property given **Date received** (See instructions.) Part I \$ 023453 11-25-20 Schedule B (Form 990, 990-EZ, or 990-PF) (2020)

	6 (Form 990, 990-EZ, or 990-PF) (2020)			Page			
Name of ore	ganization			Employer identification number			
FRIEND	S OF THE EARTH (ACTION). INC.		13-2644641			
Part III	Exclusively religious, charitable, etc., contribut	ions to organizations described in					
	from any one contributor. Complete columns (a completing Part III, enter the total of exclusively religious,	charitable, etc., contributions of \$1,000	or less for the year. (Enter this info.)	once.) ► \$			
(a) No.	Use duplicate copies of Part III if additional	space is needed. I					
from Part I	(b) Purpose of gift	(c) Use of gift	(d) De	(d) Description of how gift is held			
<u> </u>							
F		(e) Transfer of g	l gift				
			-				
-	Transferee's name, address, a	nd ZIP + 4	Relationship of tr	ransferor to transferee			
(-) N							
(a) No. from	(b) Purpose of gift	(c) Use of gift	(d) De	scription of how gift is held			
Part I							
-		(e) Transfer of g					
			5				
Ļ	Transferee's name, address, a	nd ZIP + 4	Relationship of tr	ransferor to transferee			
(-) N-							
(a) No. from	(b) Purpose of gift	(c) Use of gift	(d) De	Description of how gift is held			
Part I							
F		(e) Transfer of g					
-	Transferee's name, address, a	nd ZIP + 4	Relationship of tr	ransferor to transferee			
		[
(a) Na							
(a) No. from	(b) Purpose of gift	(c) Use of gift	(d) De	scription of how gift is held			
Part I							
┝		e) Transfer of (l				
F	Transferee's name, address, a	nd ZIP + 4	Relationship of tr	ransferor to transferee			
023454 11-25-2	20		Schedu	le B (Form 990, 990-EZ, or 990-PF) (2020)			

10290621 131839 064-126547

SC	HEDULE C	Po	olitical Campaign a	nd Lobbying	g Activities	ON	MB No. 1545-0047
(Fo	rm 990 or 990-EZ)	For Ora	anizations Exempt From Income	Tax Under section 50)1(c) and section 527		2020
	rtment of the Treasury al Revenue Service	Complete	if the organization is described b Go to www.irs.gov/Form990 for ir	pelow. 🕨 Attach to	Form 990 or Form 990		pen to Public Inspection
			Form 990, Part IV, line 3, or Forr		46 (Political Campaig	n Activities),	then
			plete Parts I-A and B. Do not comp 01(c)(3)) organizations: Complete Pa)o not complete Part I E	2	
	Section 527 organiza			and o below. L).	
	•		Form 990, Part IV, line 4, or Forr	n 990-EZ. Part VI. line	e 47 (Lobbving Activiti	es), then	
			nave filed Form 5768 (election unde				: II-B.
•	Section 501(c)(3) org	anizations that h	nave NOT filed Form 5768 (election	under section 501(h))	: Complete Part II-B. Do	o not complete	e Part II-A.
lf th	e organization answ	wered "Yes," on	Form 990, Part IV, line 5 (Proxy ⁻	Tax) (See separate in	structions) or Form 99	0-EZ, Part V,	line 35c (Proxy
) (See separate inst						
		, or (6) organizat	ions: Complete Part III.				
Nan	ne of organization				Er		ification number
De	rt I-A Comple		OF THE EARTH (ACT anization is exempt under		r is a postion 507		644641
Р а 1	Enter the amount o	ete if the org f any excise tax	anization is exempt under incurred by the organization under incurred by organization managers	section 4955		►\$	
3 4a	If the organization in Was a correction m	ncurred a section ade?	n 4955 tax, did it file Form 4720 for	r this year?		······· 🔲 '	Yes No Yes No
	If "Yes," describe in It I-C Comple		anization is exempt under	section 501(c), e	xcept section 501	(c)(3).	
			by the filing organization for section		· · · · · · · · · · · · · · · · · · ·	►\$	177,551.
			ization's funds contributed to other			•	
	exempt function ac	tivities		-	Þ	►\$	106,000.
3	Total exempt functi	on expenditures	. Add lines 1 and 2. Enter here and	I on Form 1120-POL,			
						►\$	283,551.
4			1120-POL for this year?				Yes X No
5	5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization						
			tion listed, enter the amount paid fi				
		-	omptly and directly delivered to a s additional space is needed, provide			rate segregate	su fund of a
	(a) Name		(b) Address	(c) EIN	(d) Amount paid fror filing organization's funds. If none, enter -	6 contributi 0 prompt delivere	ount of political ions received and tly and directly ed to a separate al organization.

(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
NEW FLORIDA VISION				
PAC	MIAMI, FL 33161	83-0998709	6,000.	0.
For Dependent Poduction Act Nation				(Form 990 or 990 EZ) 2020

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. SEE PART IV FOR CONTINUATION LHA

Schedule C (Form 990 or 990-EZ) 2020

032041 12-02-20

Schedule C (Form 990 or 990-EZ) 2020					2644641 Page 2
Part II-A Complete if the orga section 501(h)).	inization is e	exempt under section	n 501(c)(3) and file	d Form 5768 (el	ection under
	on belongs to a	n affiliated group (and list ir	Part IV each affiliated	group member's nam	ne, address, EIN,
expenses, and share	•	e 1 (· · · · · · · · · · · · · · · · · · ·		, , ,
B Check 🕨 📃 if the filing organizati	on checked box	A and "limited control" pro	ovisions apply.		
Limits	s on Lobbying E			(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influe	ence public opin	ion (grassroots lobbying)			
b Total lobbying expenditures to influe					
c Total lobbying expenditures (add lin					
d Other exempt purpose expenditures					
e Total exempt purpose expenditures					
f Lobbying nontaxable amount. Enter	the amount from	m the following table in bot	h columns.		
If the amount on line 1e, column (a) or	(b) is: Th	e lobbying nontaxable am	ount is:		
Not over \$500,000	209	% of the amount on line 1e.			
Over \$500,000 but not over \$1,000,	000 \$1	00,000 plus 15% of the exc	ess over \$500,000.		
Over \$1,000,000 but not over \$1,50	0,000 \$1 [°]	75,000 plus 10% of the exc	ess over \$1,000,000.		
Over \$1,500,000 but not over \$17,0	00,000 \$2	25,000 plus 5% of the exce	ss over \$1,500,000.		
Over \$17,000,000	\$1	000,000.			
g Grassroots nontaxable amount (ente	er 25% of line 1f)			
h Subtract line 1g from line 1a. If zero	or less, enter -0				
i Subtract line 1f from line 1c. If zero			-		
j If there is an amount other than zero		h or line 1i, did the organiza	ation file Form 4720		
reporting section 4911 tax for this y					Yes No
(Some organizations the	at made a secti	r Averaging Period Under on 501(h) election do not eparate instructions for lii	have to complete all of	f the five columns b	elow.
	Lobbying E	Expenditures During 4-Yea	ar Averaging Period		
Calendar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Schedule C (Form 990 or 990-EZ) 2020

032042 12-02-20

Schedule C (Form 990 or 990-EZ) 2020 FRIENDS OF THE EARTH (ACTION), INC. 13-2644641 Page 3 Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768

(election under section 501(h)).

For e	ach "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description	detailed description (a)			
of the	e lobbying activity.	Yes	No	Amo	ount
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:				
а	Volunteers?				
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?				
с	Media advertisements?				
d	Mailings to members, legislators, or the public?		L		
е	Publications, or published or broadcast statements?		ļ		
	Grants to other organizations for lobbying purposes?				
	Direct contact with legislators, their staffs, government officials, or a legislative body?				
	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?				
	Other activities?				
	Total. Add lines 1c through 1i				
	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?				
	If "Yes," enter the amount of any tax incurred under section 4912				
	If "Yes," enter the amount of any tax incurred by organization managers under section 4912				
	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year? t III-A Complete if the organization is exempt under section 501(c)(4), section	501(o)//	5) or cor	tion	
Fai	501(c)(6).		<i>J</i> , 01 Sec		
				Yes	No
-	Ware substantially all (000/ as mare) dues resained pendedustible by members?			X	110
1	Were substantially all (90% or more) dues received nondeductible by members?				x
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?				X
3 Par	Did the organization agree to carry over lobbying and political campaign activity expenditures from the till-B Complete if the organization is exempt under section 501(c)(4), section	<u>501(c)(</u>		tion	Δ
	501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered " answered "Yes."				3, is
1	Dues, assessments and similar amounts from members		1		
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of politic				
	expenses for which the section 527(f) tax was paid).				
а	Current year		2a		
b	Carryover from last year				
с					
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 exce	ess			
	does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and po	olitical			
	expenditure next year?		4		
5	Taxable amount of lobbying and political expenditures (See instructions)		5		
Par	t IV Supplemental Information				
	de 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 a	nd 2 (See	
	uctions); and Part II-B, line 1. Also, complete this part for any additional information.				
PA	RT I-A, LINE 1:				
T.7T3	TRENUTETER GANRIDADEG GONGLEMER DO REGUMENIG ROD MUR	TINT 7 T T			
WE	IDENTIFIED CANDIDATES COMMITTED TO FIGHTING FOR THE	ENVIF	CONMEN	T AND	
FOI	R GREATER SOCIAL AND RACIAL JUSTICE AND ENDORSED THE	M. WE	MADE		
<u>C01</u>	TRIBUTIONS TO OTHER ORGANIZATIONS WORKING TO GET OU	T THE	VOTE.	WE	
WOE	RED WITH OUR MEMBERSHIP AND OTHER GROUPS TO ENSURE	VOTERS	UNDE	RSTOOD	
THE	E ISSUES AT STAKE IN VARIOUS ELECTIONS AND ENGAGED I	N SOME	2		
03204	3 12-02-20	Schedu	le C (Form	990 or 990)-EZ) 2020

Schedule C (Form 990 or 990-EZ) 2020 FRIENDS OF THE EARTH (ACTION), INC. 13-2644641 Page 4 Part IV Supplemental Information (continued)

GET-OUT-THE-VOTE EFFORTS.

PART I-C CONTINUATION FOR INCOMPLETE NAME/ADDRESS INFORMATION:

NEW FLORIDA VISION PAC

10800 BISCAYNE BOULEVARD, SUITE 1050 MIAMI, FL 33161

Schedule C (Form 990 or 990-EZ) 2020

032044 12-02-20

(Form 990)

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.



Department of the Treasury Internal Revenue Service

2ai	FRIENDS OF THE EART			13-2644641
	rt I Organizations Maintaining Donor Advised		s or Acco	ounts. Complete if the
	organization answered "Yes" on Form 990, Part IV, line			
	-	(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 w		ised funds	
	are the organization's property, subject to the organization's e	xclusive legal control?		Yes I
6	Did the organization inform all grantees, donors, and donor ad			
	for charitable purposes and not for the benefit of the donor or			
	impermissible private benefit?		0	
Pai	rt II Conservation Easements. Complete if the orga	anization answered "Yes" on Form 990	, Part IV, lin	e 7.
1	Purpose(s) of conservation easements held by the organizatio		, ,	
	Preservation of land for public use (for example, recreati	· · · · · · · · · · · · · · · · · · ·	of a historic	ally important land area
	Protection of natural habitat	, <u> </u>		d historic structure
	Preservation of open space			
2	Complete lines 2a through 2d if the organization held a qualifie	a conservation contribution in the form	n of a conse	pration opport on the last
2	day of the tax year.			Held at the End of the Tax Ye
	, ,			
a	Total number of conservation easements			2a
b			····· –	2b
C	Number of conservation easements on a certified historic stru			20
d	Number of conservation easements included in (c) acquired af	-		
_	listed in the National Register			2d
3	Number of conservation easements modified, transferred, rele	ased, extinguished, or terminated by the	ne organizat	ion during the tax
	year 🕨			
4	Number of states where property subject to conservation ease	ement is located	_	
5	Does the organization have a written policy regarding the period	odic monitoring, inspection, handling o	f	
	violations, and enforcement of the conservation easements it	nolds?		Yes 🛛 I
6	Staff and volunteer hours devoted to monitoring, inspecting, h			
7	Amount of expenses incurred in monitoring, inspecting, handli	ng of violations, and enforcing conserv	ation easer	nents during the year
	► \$			0
8	Does each conservation easement reported on line 2(d) above	satisfy the requirements of section 17	0(h)(4)(B)(i)	
	and section 170(h)(4)(B)(ii)?			Yes
9	In Part XIII, describe how the organization reports conservatio	n easements in its revenue and expens	e statemen	t and
	balance sheet, and include, if applicable, the text of the footnot			
•			nome that e	
Ū	organization's accounting for conservation easements			
Par	organization's accounting for conservation easements.	,	Other Sim	ilar Assets.
Pai	rt III Organizations Maintaining Collections of	Art, Historical Treasures, or C	Other Sim	ilar Assets.
	rt III Organizations Maintaining Collections of Complete if the organization answered "Yes" on Form	Art, Historical Treasures, or C 990, Part IV, line 8.		
	rt III Organizations Maintaining Collections of Complete if the organization answered "Yes" on Form 9 If the organization elected, as permitted under FASB ASC 958	Art, Historical Treasures, or C 290, Part IV, line 8. 5, not to report in its revenue statement	and balanc	e sheet works
	rt III Organizations Maintaining Collections of Complete if the organization answered "Yes" on Form 9 If the organization elected, as permitted under FASB ASC 958 of art, historical treasures, or other similar assets held for publ	Art, Historical Treasures, or C 990, Part IV, line 8. , not to report in its revenue statement ic exhibition, education, or research in	and balanc	e sheet works
1 a	rt III Organizations Maintaining Collections of Complete if the organization answered "Yes" on Form 9 If the organization elected, as permitted under FASB ASC 958 of art, historical treasures, or other similar assets held for publ service, provide in Part XIII the text of the footnote to its finance	Art, Historical Treasures, or C 290, Part IV, line 8. 5, not to report in its revenue statement ic exhibition, education, or research in cial statements that describes these ite	and balanc furtherance ms.	e sheet works of public
1 a	rt III Organizations Maintaining Collections of Complete if the organization answered "Yes" on Form 9 If the organization elected, as permitted under FASB ASC 958 of art, historical treasures, or other similar assets held for publ service, provide in Part XIII the text of the footnote to its finance If the organization elected, as permitted under FASB ASC 958	Art, Historical Treasures, or C 290, Part IV, line 8. 5, not to report in its revenue statement ic exhibition, education, or research in cial statements that describes these ite 5, to report in its revenue statement and	and balanc furtherance ms. I balance sh	e sheet works of public neet works of
1 a	rt III Organizations Maintaining Collections of Complete if the organization answered "Yes" on Form 9 If the organization elected, as permitted under FASB ASC 958 of art, historical treasures, or other similar assets held for publ service, provide in Part XIII the text of the footnote to its finance If the organization elected, as permitted under FASB ASC 958 art, historical treasures, or other similar assets held for public	Art, Historical Treasures, or C 290, Part IV, line 8. 5, not to report in its revenue statement ic exhibition, education, or research in cial statements that describes these ite 5, to report in its revenue statement and	and balanc furtherance ms. I balance sh	e sheet works of public neet works of
1 a	rt III Organizations Maintaining Collections of Complete if the organization answered "Yes" on Form 9 If the organization elected, as permitted under FASB ASC 958 of art, historical treasures, or other similar assets held for publ service, provide in Part XIII the text of the footnote to its finance If the organization elected, as permitted under FASB ASC 958 art, historical treasures, or other similar assets held for public provide the following amounts relating to these items:	Art, Historical Treasures, or C 290, Part IV, line 8. 5, not to report in its revenue statement ic exhibition, education, or research in cial statements that describes these ite 4, to report in its revenue statement and exhibition, education, or research in fur	and balanc furtherance ms. I balance sh therance of	e sheet works of public neet works of public service,
1 a	rt III Organizations Maintaining Collections of Complete if the organization answered "Yes" on Form 9 If the organization elected, as permitted under FASB ASC 958 of art, historical treasures, or other similar assets held for publ service, provide in Part XIII the text of the footnote to its finance If the organization elected, as permitted under FASB ASC 958 art, historical treasures, or other similar assets held for public	Art, Historical Treasures, or C 290, Part IV, line 8. 5, not to report in its revenue statement ic exhibition, education, or research in cial statements that describes these ite 4, to report in its revenue statement and exhibition, education, or research in fur	and balanc furtherance ms. I balance sh therance of	e sheet works of public neet works of public service,
1 a	III Organizations Maintaining Collections of Complete if the organization answered "Yes" on Form 9 If the organization elected, as permitted under FASB ASC 958 of art, historical treasures, or other similar assets held for publiservice, provide in Part XIII the text of the footnote to its finance If the organization elected, as permitted under FASB ASC 958 of art, historical treasures, or other similar assets held for publiservice, provide in Part XIII the text of the footnote to its finance If the organization elected, as permitted under FASB ASC 958 art, historical treasures, or other similar assets held for public or 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	Art, Historical Treasures, or C 290, Part IV, line 8. 5, not to report in its revenue statement ic exhibition, education, or research in cial statements that describes these ite t, to report in its revenue statement and exhibition, education, or research in fur	and balanc furtherance ms. I balance sh therance of	e sheet works of public neet works of public service, \$\$
1a b	III Organizations Maintaining Collections of Complete if the organization answered "Yes" on Form 9 If the organization elected, as permitted under FASB ASC 958 of art, historical treasures, or other similar assets held for public service, provide in Part XIII the text of the footnote to its finance If the organization elected, as permitted under FASB ASC 958 art, historical treasures, or other similar assets held for public service, provide in Part XIII the text of the footnote to its finance If the organization elected, as permitted under FASB ASC 958 art, historical treasures, or other similar assets held for public provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1	Art, Historical Treasures, or C 290, Part IV, line 8. 5, not to report in its revenue statement ic exhibition, education, or research in cial statements that describes these ite t, to report in its revenue statement and exhibition, education, or research in fur	and balanc furtherance ms. I balance sh therance of	e sheet works of public neet works of public service, \$\$
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1a b	III Organizations Maintaining Collections of Complete if the organization answered "Yes" on Form 9 If the organization elected, as permitted under FASB ASC 958 of art, historical treasures, or other similar assets held for publ service, provide in Part XIII the text of the footnote to its finand If the organization elected, as permitted under FASB ASC 958 art, historical treasures, or other similar assets held for public 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 If the organization received or held works of art, historical treasures	Art, Historical Treasures, or C 290, Part IV, line 8. 5, not to report in its revenue statement ic exhibition, education, or research in cial statements that describes these ite 4, to report in its revenue statement and exhibition, education, or research in fur sures, or other similar assets for financ SC 958 relating to these items:	and balanc furtherance ms. I balance sh therance of 	e sheet works of public neet works of public service, \$\$
1a b 2 a	III Organizations Maintaining Collections of Complete if the organization answered "Yes" on Form 9 If the organization elected, as permitted under FASB ASC 958 of art, historical treasures, or other similar assets held for publiservice, provide in Part XIII the text of the footnote to its finance If the organization elected, as permitted under FASB ASC 958 of art, historical treasures, or other similar assets held for publiservice, provide in Part XIII the text of the footnote to its finance If the organization elected, as permitted under FASB ASC 958 art, historical treasures, or other similar assets held for public 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 If the organization received or held works of art, historical treasures the following amounts required to be reported under FASB ASC Revenue included on Form 990, Part VIII, line 1	Art, Historical Treasures, or C 290, Part IV, line 8. 5, not to report in its revenue statement ic exhibition, education, or research in cial statements that describes these ite 4, to report in its revenue statement and exhibition, education, or research in fur sures, or other similar assets for financ SC 958 relating to these items:	and balance furtherance ms. I balance sh therance of 	 e sheet works of public neet works of public service, \$ \$ wide
1a b 2 a b	III Organizations Maintaining Collections of Complete if the organization answered "Yes" on Form 9 If the organization elected, as permitted under FASB ASC 958 of art, historical treasures, or other similar assets held for public service, provide in Part XIII the text of the footnote to its finance If the organization elected, as permitted under FASB ASC 958 of art, historical treasures, or other similar assets held for public service, provide in Part XIII the text of the footnote to its finance If the organization elected, as permitted under FASB ASC 958 art, historical treasures, or other similar assets held for public or 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 If the organization received or held works of art, historical treas the following amounts required to be reported under FASB ASC	Art, Historical Treasures, or C 290, Part IV, line 8. 5, not to report in its revenue statement ic exhibition, education, or research in cial statements that describes these ite 4, to report in its revenue statement and exhibition, education, or research in fur sures, or other similar assets for financ G 958 relating to these items:	and balance furtherance ms. I balance sh therance of 	 e sheet works of public neet works of public service, \$

Sche		OF THE EA						13-26			age 2
Par	t III Organizations Maintaining C	Collections of A	Art, Hist	torical Tre	easures	s, or Othe	er Sim	ilar Asset	s (contin	ued)	
3	Using the organization's acquisition, accessi	ion, and other recor	rds, chec	k any of the	following	that make s	significa	ant use of its			
	collection items (check all that apply):										
а	Public exhibition		d 🗌	Loan or exe	change pr	rogram					
b	Scholarly research		е 🗌	Other							
С	Preservation for future generations										
4	Provide a description of the organization's c	ollections and expla	ain how tl	hey further t	he organiz	zation's exe	mpt pu	rpose in Part	XIII.		
5	During the year, did the organization solicit of						r assets	s	_		-
	to be sold to raise funds rather than to be m								Yes		No
Par	t IV Escrow and Custodial Arran		plete if th	e organizatio	on answer	red "Yes" or	n Form	990, Part IV,	line 9, or		
	reported an amount on Form 990, Pa										
1 a	Is the organization an agent, trustee, custod								-		1
	on Form 990, Part X?							L	Yes		No
b	If "Yes," explain the arrangement in Part XIII	and complete the f	following	table:					<u> </u>		
	2 · · · · ·						E		Amount		
	Beginning balance										
	Additions during the year							ld			
e	Distributions during the year							le 1f			
20	Ending balance Did the organization include an amount on F							<u>" </u>	Yes		No
	If "Yes," explain the arrangement in Part XIII.						•]
Par											_
		(a) Current year		Prior year		years back		ree years back	(e) Four	vears	hack
1a	Beginning of year balance	(u) ourroint your		r nor your		youro buon		ioo youro buok	(0) + 001	youro	buon
b	Contributions										
c	Net investment earnings, gains, and losses										
d	Grants or scholarships										
	Other expenditures for facilities										
	and programs										
f	Administrative expenses										
g	End of year balance										
2	Provide the estimated percentage of the cur		ice (line 1	g, column (a	a)) held as	:					
а	Board designated or quasi-endowment		%								
b	Permanent endowment	%									
с	Term endowment	_%									
	The percentages on lines 2a, 2b, and 2c sho	ould equal 100%.									
3a	Are there endowment funds not in the posse	ession of the organi	zation tha	at are held a	nd admin	istered for t	he orga	nization	-		
	by:									Yes	No
	(i) Unrelated organizations								3a(i)		
	(ii) Related organizations								3a(ii)		
b	If "Yes" on line 3a(ii), are the related organiza								3b		
4	Describe in Part XIII the intended uses of the		lowment	funds.							
Fai	t VI Land, Buildings, and Equipm										
	Complete if the organization answere								() = .		
	Description of property	(a) Cost or basis (inves			st or other (other)		Accumu epreciat		(d) Book	value)
1a	Land										
b	Buildings										
с	Leasehold improvements										
d	Equipment										
	Other										
Tota	. Add lines 1a through 1e. (Column (d) must e	equal Form 990, Pai	rt X, colui	mn (B). line i	<u>10c.)</u>						0.
								Schodul		nnn	0000

Schedule D (Form 990) 2020

032052 12-01-20

Schedule D (Form 990) 2020 FRIENDS OF	THE EARTH (A	CTION), INC.	13-2644641 _{Page} 3
Part VII Investments - Other Securities.			
Complete if the organization answered "Yes	on Form 990, Part IV, lir (b) Book value		
(a) Description of security or category (including name of security)	(D) BOOK Value	(C) Method of Valuation	n: 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, lir	ne 11c. See Form 990, Part X, I	line 13.
(a) Description of investment	(b) Book value		n: 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		ne 11d. See Form 990, Part X, I	
) Description		(b) Book value
<u>(1)</u>			
(2)			
(3)			
(4)			
(5)			
(6)			
(7) (8)			
(9)			
Total. (Column (b) must equal Form 990. Part X. col. (B) lir			
Part X Other Liabilities.	e 15,j		
Complete if the organization answered "Yes	" on Form 990, Part IV, lir	ne 11e or 11f. See Form 990, P	Part X, line 25.
1. (a) Description of liability		· · · · ·	(b) Book value
(1) Federal income taxes			
(2) DUE TO FRIENDS OF THE EAR	тн		20,850.
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Column (b) must equal Form 990, Part X, col. (B) lir			20,850.
2. Liability for uncertain tax positions. In Part XIII, provid	e the text of the footnote	to the organization's financial	
organization's liability for uncertain tax positions unde	r FASB ASC 740. Check	here if the text of the footnote	has been provided in Part XIII $\dots X$

FRIENDS OF THE EARTH (ACTION), INC.

Schedule D (Form 990) 2020

13-2644641 Page 3

032053 12-01-20

Sche	dule D (Form 990) 2020 FRIENDS OF THE EARTH (AC		<u>13-2644641</u> Page 4
Pa	t XI Reconciliation of Revenue per Audited Financial Stat	ements With Reven	ue per Return.
	Complete if the organization answered "Yes" on Form 990, Part IV, lin	e 12a.	
1	Total revenue, gains, and other support per audited financial statements		
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
а	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
с	Recoveries of prior year grants		
d	Other (Describe in Part XIII.)	2d	
е	Add lines 2a through 2d		2e
3	Subtract line 2e from line 1		
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
с	Add lines 4a and 4b		
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		
Pa	rt XII Reconciliation of Expenses per Audited Financial Sta	-	ises per Return.
	Complete if the organization answered "Yes" on Form 990, Part IV, lin		
1	Total expenses and losses per audited financial statements		1
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:	1 1	
а	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
с	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
е	Add lines 2a through 2d		
3	Subtract line 2e from line 1		
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:	1 1	
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
С	Add lines 4a and 4b		
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18	<u>})</u>	
Pa	rt 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:

FOE ACTION IS EXEMPT FROM THE PAYMENT OF INCOME TAXES UNDER SECTION

501(C)(4) OF THE INTERNAL REVENUE CODE (IRC).

THE ORGANIZATION EVALUATED ITS TAX POSITIONS AND DETERMINED THAT ITS

POSITIONS ARE MORE LIKELY THAN NOT TO BE SUSTAINED ON EXAMINATION.

032054 12-01-20

10290621 131839 064-126547

SCHEDULE I (Form 990)		irants and Oth vernments, an					OMB No. 1545-0047
		ete if the organizatio					ZUZU
Department of the Treasury			Attach to Form				Open to Public
Internal Revenue Service		Go to www.ir	s.gov/Form990 fo	r the latest inforr	nation.		Inspection
Name of the organization FRIENDS OF	THE EAR	TH (ACTION)	, INC.				Employer identification number 13-2644641
Part I General Information on Grants an							
1 Does the organization maintain records to		amount of the grants	or assistance, the	grantees' eligibility	/ for the grants or assi	stance, and the selecti	
criteria used to award the grants or assist							X Yes No
2 Describe in Part IV the organization's proc							
Part II Grants and Other Assistance to D	-				anization answered	Yes" on Form 990, Par	t IV, line 21, for any
recipient that received more than \$					(f) Method of		(1) 5
1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
BLACK MALE VOTER PROJECT							CONTRIBUTION-
80 M STREET SE. FL1							NON-PARTISAN VOTER
WASHINGTON, DC 20003	84-3530186	501(C)(4)	25,000.	0.	N/A	N/A	TURNOUT PROJECT
NEW GEORGIA PROJECT ACTION FUND A231 165 COURTLAND STREET							CONTRIBUTION- SUPPORT GA SENATE RUN OFF RACE
ATLANTA, GA 30303	82-0934131	501(C)(4)	50,000.	0.	N/A	N/A	EFFORTS
NEW FLORIDA VISION PAC 10800 BISCAYNE BOULEVARD SUITE 1050	83-0998709	5 0 7	6.000		N/A	N/A	GENERAL CONTRIBUTION
MIAMI, FL 33161	83-0998709	527	6,000.	0.	N/A	N/A	GENERAL CONTRIBUTION
BLACK VOTERS MATTER FUND 4751 BEST RD 490 ATLANTA, GA 30337	81-3625061	501(C)(4)	25,000.	0.	N/A	N/A	CONTRIBUTION- NON-PARTISAN VOTER TURNOUT VOTER
2 Enter total number of section 501(c)(3) an	d government ord	anizations listed in the	e line 1 table		•	•	▶ 0.
3 Enter total number of other organizations							4.

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

032102 11-02-20

Schedule | (Form 990) 2020 FRIENDS OF THE EARTH (ACTION), INC.

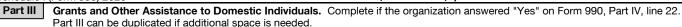
Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

PRIOR TO CONTRIBUTION, THE OTHER ORGANIZATIONS SHARED THEIR PLANS AND

STRATEGIES. AFTER WE MADE THE CONTRIBUTION, WE WERE GIVEN PERIODIC UPDATES

ON THE IMPLEMENTATION.



13-2644641

Page 2

sc	HEDULE J	Compensation Information		OMB No. 1	545-004	17
(Fo	rm 990)	- For certain Officers, Directors, Trustees, Key Employees, and Highest		20	ົງດ	
		Compensated Employees Complete if the organization answered "Yes" on Form 990, Part IV, line 23.		20	ZU)
Dena	tment of the Treasury	Attach to Form 990.		Open to		ic
Intern	al Revenue Service	Go to www.irs.gov/Form990 for instructions and the latest information.		Inspe		
Nam	e of the organizatio			identificatio		nber
De		FRIENDS OF THE EARTH (ACTION), INC.	13-2	2644643	L	
Pa	rt I Question	s Regarding Compensation				
4-	Obeels the engineer		000		Yes	No
а		ate box(es) if the organization provided any of the following to or for a person listed on Form	990,			
	First-class or e	line 1a. Complete Part III to provide any relevant information regarding these items.				
	Travel for con	, i i i i i i i i i i i i i i i i i i i				
		cation and gross-up payments Health or social club dues or initiation fee				
		spending account				
b	If any of the boxes	on line 1a are checked, did the organization follow a written policy regarding payment or				
	•	provision of all of the expenses described above? If "No," complete Part III to explain		1b		
2		n require substantiation prior to reimbursing or allowing expenses incurred by all directors,				
	•	rs, including the CEO/Executive Director, regarding the items checked on line 1a?		2		
	,					
3	Indicate which, if a	ny, of the following the organization used to establish the compensation of the organization's				
	CEO/Executive Dir	ector. Check all that apply. Do not check any boxes for methods used by a related organization	on to			
	establish compens	ation of the CEO/Executive Director, but explain in Part III.				
	Compensation	n committee Written employment contract				
		compensation consultant Compensation survey or study				
	Form 990 of c	ther organizations Approval by the board or compensation c	ommittee			
4		any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing				
	organization or a re	-			77	
a		e payment or change-of-control payment?			Х	x
b		ceive payment from a supplemental nonqualified retirement plan?				X
С	-	ceive payment from an equity-based compensation arrangement?		4c		
	If "Yes" to any of II	nes 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		on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensatio	n			
-	contingent on the					
а	e e			5a		x
		ation?				X
		or 5b, describe in Part III.				
6		on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensatio	n			
	contingent on the r	net earnings of:				
а	The organization?			6a		X
b		ation?				X
		or 6b, describe in Part III.				
7		on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments				
		nes 5 and 6? If "Yes," describe in Part III		7		X
8		reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the	ie			
				8		X
9		id the organization also follow the rebuttable presumption procedure described in				
	Regulations section					<u> </u>
LHA	For Paperwork R	eduction Act Notice, see the Instructions for Form 990.	Sched	lule J (Forn	n 990)	2020

032111 12-07-20

13-2644641

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.

		(B) Breakdown of	W-2 and/or 1099-MI	SC compensation	(C) Retirement and other deferred	(D) Nontaxable benefits	(E) Total of columns	(F) Compensation in column (B)
(A) Name and Title		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	compensation	Denents	(B)(i)-(D)	reported as deferred on prior Form 990
(1) PICA, ERICH G	(i)	47,500.	0.	0.	1,425.	1,469.	50,394.	0.
PRESIDENT	(ii)	142,500.	0.	0.	4,275.	4,406.	151,181.	0.
(2) PAULSEN, ELIZABETH	(i)	61,583.	0.	19,550.	1,620.	1,240.	83,993.	0.
VP OF ORGANIZING	(ii)	61,583.	0.	19,550.	1,620.	1,240.	83,993.	0.
	(i)							
_	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Schedule J (Form 990) 2020

Part III Supplemental Information

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

PART I, LINE 4A:

ELIZABETH PAULSEN RECIEVED A PAYMENT MADE PURSUANT TO A SEPARATION

AGREEMENT AND RELEASE OF CLAIMS.

SCHEDULE O

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service Name of the organization

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

Attach to Form 990 or 990-EZ.

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



FRIENDS OF THE EARTH (ACTION), INC.

Employer identification number 13 - 2644641

FORM 990

THIS AMENDMENT IS BEING PREPARED TO ADD OVERHEAD ALLOCATION TO THE

STATEMENT OF FUNCTIONAL EXPENSES TO TIE BACK MORE EASILY TO THE AUDITED

FINANCIAL STATEMENTS.

THE ADDITION OF THE OVERHEAD ALLOCATION RESULTED IN THE FOLLOWING

CHANGES TO THE JUNE 30, 2021 FORM 990:

1. PAGE 1, BOX B, AMENDED RETURN BOX CHECKED.

2. PART III, LINE 4A EXPENSES WAS \$889,620, IS NOW \$1,064,713.

3. PART III, LINE 4E EXPENSES WAS \$889,620, IS NOW \$1,064,713.

4. PART IX, LINE 14(A) WAS \$121,109, IS NOW \$112,816.

5. PART IX, LINE 14(B) WAS \$77,725, IS NOW \$69,434.

6. PART IX, LINE 14(C) WAS \$30,173, IS NOW \$30,171.

7. PART IX, ADDED LINE 24D "OVERHEAD ALLOCATION"

8. PART IX, LINE 24D(B) WAS \$0, IS NOW \$183,384.

9. PART IX, LINE 24D(C) WAS \$0, IS NOW (\$198,704).

10. PART IX, LINE 24D(D) WAS \$0, IS NOW \$15,320.

11. PART IX, LINE 24C (A) WAS \$5,734, IS NOW \$14,027.

12. PART IX, LINE 24C(D) WAS \$4,514, IS NOW \$12,807.

13. PART IX, LINE 25(B) WAS \$889,620, IS NOW \$1,064,713.

14. PART IX, LINE 25(C) WAS \$259,482, IS NOW \$60,776.

15. PART IX, LINE 25(D) WAS \$150,434, IS NOW \$174,047.

FORM 990, PART VI, SECTION A, LINE 1:

THE BOARD HAS COMMITTEES THAT ARE CHARGED WITH ACTING ON BEHALF OF THE

 LHA
 For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.
 Schedule O (Form 990 or 990-EZ) 2020

 032211
 11-20-20

10290621 131839 064-126547

31

Schedule O (Form 990 or 990-EZ) 2020	Page 2
Name of the organization FRIENDS OF THE EARTH (ACTION), INC.	Employer identification number $13 - 2644641$
FRIENDS OF THE EARTH (ACTION), INC.	13-2044041
BOARD RELATED TO DECISIONS UNDER EACH COMMITTEES PERVUE.	
FORM 990, PART VI, SECTION A, LINE 6:	
THE MEMBERS OF THE CORPORATION SHALL CONSIST OF INDIVIDUAL	S (INDIVIDUAL
MEMBERS) AND ORGANIZATIONS (ORGANIZATIONAL MEMBERS) THAT:	(I) PAY DUES AS
SPECIFIED IN THE BYLAWS OR ANNUALLY AFFIRM MEMBERSHIP AND	HAVE THE RIGHT TO
ELECT THREE MEMBERS OF THE BOARD; AND (II) MEET OTHER QUAL	IFICATIONS FOR
MEMBERSHIP AS ESTABLISHED BY THE BOARD UNDER THE BYLAWS.	

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

PLEASE REFER TO THE RESPONSE TO FORM 990 VI LINE 6.

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

ALL MEMBERS OF THE BOARD WILL RECEIVE A COPY OF THE UNFILED FORM 990 AND

HAVE AN OPPORTUNITY TO REVIEW IT BEFORE IT IS FILED WITH THE IRS.

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

EACH BOARD MEMBER IS REQUIRED TO FILL OUT A CONFLICT OF INTEREST DISCLOSURE FORM ANNUALLY. ANY ACTUAL OR POTENTIAL CONFLICTS ARE REVIEWED IN DEPTH BY THE BOARD, AND DECISIONS ARE MADE AS TO WHETHER THE BOARD MEMBER SHOULD CONTINUE IN HIS/HER BOARD ROLE, OR POSSIBLY RECUSE HIM/HERSELF FROM VOTING ON CERTAIN MATTERS. THE POLICY IS MONITORED BY A DESIGNATED BOARD MEMBER THROUGH REVIEW OF THE CONFLICT OF INTEREST FORMS ON A CONTINUOUS BASIS.

FORM 990, PART VI, SECTION B, LINE 15: THE PROCESS FOR DETERMINING COMPENSATION OF THE ORGANIZATION'S PRESIDENT IS PERFORMED BY RELATED ENTITY AND A COMMON PAYMASTER, FRIENDS OF THE EARTH (FOE). FOEA EFFECTIVELY FOLLOWS WHEN IT REIMBURSES THROUGH THE COST SHARING Schedule O (Form 990 or 990-EZ) 2020 032212 11-20-20 32

10290621 131839 064-126547

Schedule O (Form 990 or 990-EZ) 2020 Pa									
Name of the organization	FRIENDS	OF	THE	EARTH	(ACTION),	INC.	Employer identification number 13-2644641		

AGREEMENT.

THE PRESIDENT'S COMPENSATION IS DETERMINED BY A SPECIAL TASK FORCE, WHICH IS MADE UP OF DESIGNATED MEMBERS OF THE EXECUTIVE COMMITTEE. THE TASK FORCE ASSESSES HIS OVERALL PERFORMANCE IN THE POSITION AND THE FINANCIAL CONDITION OF THE ORGANIZATION. AS PART OF THE PROCESS, THE TASK FORCE CONSULTS WITH FOE'S HUMAN RESOURCES PROFESSIONALS INCLUDING EXTERNAL CONSULTANTS FOR CURRENT BENCHMARKS OF EXECUTIVE COMPENSATION FOR SIMILAR 501(C)(3) ORGANIZATIONS. THE PROCESS WAS MOST RECENTLY COMPLETED IN FY2021.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990: AL,AK,AR,AZ,CA,CO,CT,FL,GA,IL,KS,LA,MA,MD,ME,MN,MS,NC,ND,NH,NJ,NM,NY,OH,OK OR,PA,RI,SC,TN,UT,VA,WA,WI,WV

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

GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS

ARE MADE AVAILABLE TO THE PUBLIC UPON REQUEST.

FORM 990 PART IX LINE 7

OTHER SALARIES AND WAGES CONSIST OF REIMBURSEMENTS FOR AN ALLOCATED

PORTION OF SALARIES AND WAGES FROM FRIENDS OF THE EARTH.

FORM 990, PART XII, LINE 2C:

THE PROCESS FOR OVERSIGHT AND SELECTION OF AN INDEPENDENT ACCOUNTANT

33

HAS NOT CHANGED.

032212 11-20-20

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

SCHEDULE R (Form 990)

Department of the Treasury Internal Revenue Service

Name of the organization

Related Organizations and Unrelated Partnerships

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

Attach to Form 990. ► Go to www.irs.gov/Form990 for instructions and the latest information.

Employer identification number

13-2644641

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

FRIENDS OF THE EARTH (ACTION), INC.

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section	(f) Direct controlling entity	cont	g) 512(b)(13) rolled tity?
				501(c)(3))		Yes	No
FRIENDS OF THE EARTH - 23-7420660	DEFENDS THE ENVIRONMENT						
1101 15TH STREET NW, SUITE 1100	AND CHAMPIONS A HEALTHY						
WASHINGTON, DC 20005	AND JUST WORLD.	DISTRICT OF COLUMBIA	501(C)(3)	LINE 7			х
FRIENDS OF THE EARTH ACTION POLITICAL ACTION							
COMMITTEE - 13-2644641, 1101 15TH STREET NW,	POLITICAL CAMPAIGN						
SUITE 1100, WASHINGTON, DC 20005	ACTIVITY	DISTRICT OF COLUMBIA	527				х
	1						
	7						

Schedule R (Form 990) 2020



Schedule R (Form 990) 2020 FRIENDS OF THE EARTH (ACTION), INC.

13-2644641 Page 2

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

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(1	h)	(i)	(j)	(k)	
Name, address, and EIN of related organization	Primary activity	Legal domicile (state or foreign	Direct controlling entity	Predominant income (related, unrelated, excluded from tax under sections 512-514)	Share of total income	Share of end-of-year assets		ortionate tions?		Genera manag partne	or Percentage ^{ng} ownership	
		country)		sections 512-514)		400010	Yes	No	K-1 (Form 1065)	Yes	lo	
	1											
	1											
	-											
	-											
	1											
	1											
							1	1			1	

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(C) Legal domicile (state or foreign	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	Sec 512(t contr ent	(i) ction b)(13) rolled tity?
		country)						Yes	No
									<u> </u>
									<u> </u>

Schedule R (Form 990) 2020 FRIENDS OF THE EARTH (ACTION), INC.

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

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.							
1	During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?						
а	Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	1a		Х			
	Gift, grant, or capital contribution to related organization(s)	1b		Х			
	Gift, grant, or capital contribution from related organization(s)	1c	X				
	Loans or loan guarantees to or for related organization(s)	1d		Х			
	Loans or loan guarantees by related organization(s)	1e		Х			
f	Dividends from related organization(s)	1f		Х			
g		1g		Х			
h	Purchase of assets from related organization(s)	1h		X			
i	Exchange of assets with related organization(s)	1i		X			
j	Lease of facilities, equipment, or other assets to related organization(s)	1j		Х			
k	Lease of facilities, equipment, or other assets from related organization(s)	1k		Х			
	Performance of services or membership or fundraising solicitations for related organization(s)	11		Х			
	Performance of services or membership or fundraising solicitations by related organization(s)	1m		Х			
n	Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n	X				
	Sharing of paid employees with related organization(s)	10	X				
р	Reimbursement paid to related organization(s) for expenses	1p	X				
q	Reimbursement paid by related organization(s) for expenses	1q		Х			
r	Other transfer of cash or property to related organization(s)	1r		Х			
S	Other transfer of cash or property from related organization(s)	1s		Х			
2	If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.						

	(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)				
<u>(2)</u>				
(3)				
(4)				
<u>(5)</u>				
(6)				

Schedule R (Form 990) 2020 FRIENDS OF THE EARTH (ACTION), INC.

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

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

(a) Name, address, and EIN of entity	(b) Primary activity	(c)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners se 501(c)(3 orgs.? Yes No	(g) Share of end-of-year assets	(ř Dispr tior alloca Yes	opor- nate tions?	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General o managin partner? Yes No	(k) r Percentage ownership

Schedule R (Form 990) 2020

Schedule R (Form 990) 2020	
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Part VII Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.

Schedule R (Form 990) 2020

032165 10-28-20

Caution: Forms printed from within Adobe Acrobat products may not meet IRS or state taxing agency specifications. When using Acrobat, select the "Actual Size" in the Adobe "Print" dialog.

STATE COPY

** PUBLIC DISCLOSURE COPY *		OMB No. 1545-0047					
Form 990 Return of Organization Exempt From Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (c)		0000					
 Do not enter social security numbers on this form as it ma 		Open to Public					
Department of the Treasury Internal Revenue Service Go to www.irs.gov/Form990 for instructions and the latest information.							
	JUN 30, 2021	-					
B Check if applicable: C Name of organization	D Employer identificat	tion number					
Address FRIENDS OF THE EARTH (ACTION), INC.							
Name	13-2644641	1					
	uite E Telephone number						
Final return/1101 15TH STREET, NW1100		-7400					
termin- ated City or town, state or province, country, and ZIP or foreign postal code	G Gross receipts \$	1,191,188.					
X Amended WASHINGTON, DC 20036-2002	H(a) Is this a group retu	rn					
Applica- tion F Name and address of principal officer: ERICH PICA	for subordinates?						
SAME AS C ABOVE	H(b) Are all subordinates inclu	ded? Yes No					
	527 If "No," attach a lis	t. See instructions					
J Website: WWW.FOEACTION.ORG	H(c) Group exemption r						
	'ear of formation: 1969 M S	State of legal domicile: NY					
Part I Summary		1110 1110					
1 Briefly describe the organization's mission or most significant activities: FOE ACTIO	ON FIGHTS FOR L	AWS AND					
 LAWMAKERS THAT PROTECT THE ENVIRONMENT. Check this box ►							
2 Check this box if the organization discontinued its operations or disposed of m		-					
3 Number of voting members of the governing body (Part VI, line 1a)		<u> </u>					
		0					
5 Total number of individuals employed in calendar year 2020 (Part V, line 2a)		250					
 5 Total number of individuals employed in calendar year 2020 (Part V, line 2a) 6 Total number of volunteers (estimate if necessary) 7 a Total unrelated business revenue from Part VIII, column (C), line 12 		0.					
 7 a Total unrelated business revenue from Part VIII, column (C), line 12 b Net unrelated business taxable income from Form 990-T, Part I, line 11 		0.					
	Prior Year	Current Year					
8 Contributions and grants (Part VIII, line 1h)	924,474.	1,191,188.					
 9 Program service revenue (Part VIII, line 2g) 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 	0.	0.					
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1.	0.					
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	11.	0.					
12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	924,486.	1,191,188.					
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	51,500.	191,614.					
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)	494,336.	680,567.					
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 16a Professional fundraising fees (Part IX, column (A), line 11e) b Total fundraising expenses (Part IX, column (D), line 25) 17 Other expenses (Part IX, column (A), lines 112,11d, 115,24e)	0.	0.					
b Total fundraising expenses (Part IX, column (D), line 25) b 174,047.							
	418,567.	427,355.					
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	964,403.	1,299,536.					
19 Revenue less expenses. Subtract line 18 from line 12	-39,917.	-108,348.					
20 Total assets (Part X, line 16) 21 Total liabilities (Part X, line 26) 22 Net assets or fund balances. Subtract line 21 from line 20	Beginning of Current Year	End of Year					
हें जु 20 Total assets (Part X, line 16)	1,325,269.	819,643.					
21 Total liabilities (Part X, line 26)	429,208. 896,061.	<u>31,930.</u> 787,713.					
² 月 22 Net assets or fund balances. Subtract line 21 from line 20 Part II Signature Block	090,001.	101,113.					
Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and stat	tements and to the hest of my kn	nowledge and helief it is					
true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer		iomougo una bonor, it io					

Sign		Signature of	officer									Date	
Here		ERICH	PIC	CA, P	RES	. FRIE	NDS OF	THE	EARTH	(AC	TION)		
	Type or print name and title												
	Prin	t/Type prepare	er's nan	ne			Preparer's	signature			Date	Check	PTIN
Paid	MIC	CHAELA	J.	CROM	IAR,	CPA	MICHA	ELA J.	CROM	IAR,	06/21	/22	P00895728
Preparer	Firm	i's name 🕒	CL]	FTON	JLAR	SONALL	EN LLI	2				Firm's EIN 🕨 4	1-0746749
Use Only	Firm	's address 🕨	901	LN.	GLE	BE ROA	D, SUI	CTE 20	0				
	ARLINGTON, VA 22203 Phone no. 571-227-9500										-227-9500		
May the IF	RS di	scuss this re	turn w	rith the p	reparer	shown abo	ve? See in	structions					X Yes No
032001 12-23	032001 12-23-20 LHA For Paperwork Reduction Act Notice, see the separate instructions. Form 990 (2020)												

	990 (2020) FRIENDS OF THE EARTH (ACTION), INC. 13-2644641 Page 2 t III Statement of Program Service Accomplishments
1 41	
	Check if Schedule O contains a response or note to any line in this Part III
1	Briefly describe the organization's mission: TO IMPROVE THE ENVIRONMENT THROUGH EDUCATION AND POLICY WORK, WITH AN
	EMPHASIS ON POLLUTION, CLIMATE CHANGE, AND ENERGY ISSUES; AND HOW
	CONGRESS AND THE ADMINISTRATION STAND ON THESE ISSUES.
2	Did the organization undertake any significant program services during the year which were not listed on the
	prior Form 990 or 990-EZ?
	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 1,064,713. including grants of 191,614.) (Revenue 1,064,0.) (Reven
	EFFORTS THROUGH ITS WEBSITE, EMAILS, AND SOCIAL MEDIA TO EDUCATE THE
	PUBLIC AND EXPAND ITS BASE OF GRASSROOTS ACTIVISTS WITH THE GOAL OF
	INCREASING SUPPORT FOR PROGRESSIVE ENVIRONMENTAL AND SOCIAL WELFARE
	POLICIES. OUR MEMBERSHIP AND ORGANIZING PROGRAM EDUCATED OUR MEMBERS,
	VOLUNTEERS, ACTIVISTS, ALLIES AND THE GENERAL PUBLIC ABOUT THE HARM THE
	TRUMP ADMINISTRATION, AND ITS APPOINTEES, CONGRESS, AND CORPORATIONS
	WERE CAUSING TO THE ENVIRONMENT.
4b	(Code:) (Expenses \$ including grants of \$) (Revenue \$)
4c	(Code:) (Expenses \$ including grants of \$) (Revenue \$)
<u> </u>	
4d	Other program services (Describe on Schedule O.)
	(Expenses \$ including grants of \$) (Revenue \$)
4e	Total program service expenses ► 1,064,713.
032002	Form 990 (2020)

Form	990	(2020)
	330	

Part IV Checklist of Required Schedules

FRIENDS OF THE EARTH (ACTION), INC.

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
	If "Yes," complete Schedule A	1		_X_
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
	public office? If "Yes," complete Schedule C, Part I	3	Х	
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
	during the tax year? If "Yes," complete Schedule C, Part II	4		
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or			
	similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5	Х	
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to			
	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete			
	Schedule D, Part III	8		X
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for			
	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?			
	If "Yes," complete Schedule D, Part IV	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			
	or in quasi endowments? If "Yes," complete Schedule D, Part V	10		X
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VII, IX, or X			
	as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			
	Part VI	11a		X
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
с	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		X
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in			
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		X
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	Х	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	Х	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	12a		X
b	Was the organization included in consolidated, independent audited financial statements for the tax year?			
	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b	Х	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,			
	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			
	or more? If "Yes," complete Schedule F, Parts I and IV	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any			
	foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to			
	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,			
	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I	17		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			
	1c and 8a? If "Yes," complete Schedule G, Part II	18		<u> </u>
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"			
	complete Schedule G, Part III	19		X
	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		L
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
	domestic government on Part IX, column (A), line 1? If "Yes." complete Schedule I. Parts I and II	21	X	
32003	3 12-23-20	Form	990	(2020)

Form	990	(2020)
FUIII	990	(2020)

22 Did the organization sport moot than 55,000 of grants or other assistance to or for domestic individuals on Part X, clamber 54, creating 54, concerned 54, and the organization area transmer. "Yes" in Part W, Bockhon A, lind 3, 4, or 5 about compensation of the organization area transmer. There's in Part W, Bockhon A, lind 3, 4, or 5 about compensation of the organization area transmer. There's in Part W, Bockhon A, lind 3, 4, or 5 about compensation of the organization area tax exempt bords beaw with an obtainding principal amount of more than 5100,000 as of the last day of the organization invest any toxecodes of tax exempt bonds beyond a temporary period exception? 24 24a Did the organization area tax exempt bonds beyond a temporary period exception? 24a 25a Section 50(16), 50(16), 40				Yes	No
Part X, column (A), line 27, if "Yes," complete Schedule (Parts) and III. 22 X 20 Did the organization answer" Vers' to Part VI, Schedule C, Parts (A), Schedule V, Parts, "complete Schedule I, Parts (A), possible of the organization invest any proceeds of tax-sempt bonds beyond a temporary period exception? 23 X 24a Did the organization invest any proceeds of tax-sempt bonds beyond a temporary period exception? 24a	22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
22 Did the organization arrow "Yet" to Fart VII, Section A, Ind 3, 4, of 5 about components of employees? If 'Yes, "complete Schedule J and tome totless, live amployees, and highest compensated employees? If 'Yes, "complete Schedule J and the organization have at an exempt bond issue with an outstanding principal amount of more than \$100,000 as of the schedule K if No, "go to line 25a 24 Did the organization invest any proceeds of tax exempt bonds beyond a temporary period exception? 24a X 25 bid the organization invest any proceeds of tax exempt bonds beyond a temporary period exception? 24d X 26 bid the organization animatian an earow account other than a retunding serce x at any time during the year? 24d X 26 bid the organization animatian an earow account other than a retunding a sing time during the year? 24d X 26 bid the organization and that of the angoad in an excess benefit transmission with a distal and 0 to(280 organizations) and the tampagoad in an excess benefit transmission with a distal and the angoad in an excess benefit transmission or ango than y amount on Part X, line 5 or 22, for receivables from or papables tary current or tormore disc, distance to earon or tourds, exceeding or any other session or the papable tary current or tormore disc, distance to any other session? If 'Yes, 'complete Schedule I, Part II 26 X 27 Did the organization proved any of these person? If 'Yes, 'complete Schedule I, Part II 26 X 28 Did the organization p			22		x
and former officers, directors, trustees, key employees, and highest compensated employees? # 'Yes, ' complete Schedule '' 23 X 24a Did the organization have a tax exempt bond issue with an outstanding principal amount of more than \$10,0000 as of the last day of the year, that was issued after December 31, 2002 ['' 'Yes,'' answer ines 240 through 244 and complete Schedule K /' No, 'go to line 25e. 24a X 24b Did the organization mixes any proceeds of tax exempt bonds beyond a temporary period exception? 24a 25 Schedule K /' No, 'go to line accow account the than a refution gence with an use during the year' 24d 25 Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization angain in a xoces benefit transaction with a disculatified period in a process benefit transaction with a disculatified period in a process benefit transaction with a disculatified period in a process benefit transaction with a disculatified period in a process benefit transaction with a disculatified period in a process benefit transaction with a disculatified period in a process benefit transaction with a disculatified period in a process benefit transaction with a disculatified period in a process benefit transaction with a disculatified period in a process benefit transaction with a disculatified period in a process benefit transaction with a disculatified period in a process benefit transaction with a disculatified period in a process benefit transaction with a disculatified period in the process benefit transaction with a disculatified period in a process benefit transaction with a disculatified period in a process benefit transaction with a disculation process approaches benefits (-, Part I) 25b X <t< td=""><td>23</td><td></td><td></td><td></td><td></td></t<>	23				
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24 D bid 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, it at was situad after December 31, 2002? // *Yes,* answer line 2-40 through 2-44 and complete Schedule K. If Ybe,* to bit her organization maintain an escore account ofter than a telunding section x1 any time during the year to defease any tax-exempt bonds? 246 X 2 Did the organization maintain an escore account ofter than a telunding section x1 any time during the year to defease any tax-exempt bonds? 246 X 2 Bection 501(c/A), and 501(c/A) and 501(c			23	Х	
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b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV 28b X c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If " 28c X "Yes," complete Schedule L, Part IV 28c X 30 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule N 29 X 31 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule N, Part I 30 X 32 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I 31 X 33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-3? If "Yes," complete Schedule R, Part I 33 X 34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part I, III, or IV, and Part V, line 1 35a X 35b 35a Did the organization conduct more than 5% of its activities through an entity that is not a related organization? 36 37 X 36 Bid 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 f	а		00-		v
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c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?					
(gambling) winnings to prize winners?					
	C		10	x	
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Form 990 (2020)					(ACTION),	INC.	13-	2644641	Pa	_{age} 5
Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)										
									Yes	No
2a Enter the number of em	plovees reported	on For	rm W-3.	Transmittal	of Wage and Tax St	atements.				

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	0						
b	b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?								
	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to <i>e-file</i> (see instructions	s)							
				3a		X			
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule	О		3b					
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other a	uthori	ty over, a						
	financial account in a foreign country (such as a bank account, securities account, or other financial a	ccoun	t)?	4a		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 Ad	ccount	ts (FBAR).						
	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a 5b		X X			
	b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?								
	c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?								
6a	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?			<u>6a</u>		_X_			
b	If "Yes," did the organization include with every solicitation an express statement that such contribution								
7	were not tax deductible?			<u>6b</u>					
7	Organizations that may receive deductible contributions under section 170(c). Did the exemptation receive a summation exactly for goods and each one contribution and partly for goods and each one contribution and each on	vione e	rouidad to the neverO	7-		Х			
	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and ser			7a					
				7b					
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was to file Form 20202			7.		x			
d	to file Form 8282?	7d		7c		A			
	, , , , , , , , , , , , , , , , , , , ,								
f	e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?								
-	 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									
Ū	sponsoring organization have excess business holdings at any time during the year?								
9	Sponsoring organizations maintaining donor advised funds.			8					
	Did the sponsoring organization make any taxable distributions under section 4966?			9a					
				9b					
10	Section 501(c)(7) organizations. Enter:								
а	Initiation fees and capital contributions included on Part VIII, line 12	10a							
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b]					
11	Section 501(c)(12) organizations. Enter:]					
а	Gross income from members or shareholders	11a							
	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?	2	12a					
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b		1					
13	Section 501(c)(29) qualified nonprofit health insurance issuers.								
а	Is the organization licensed to issue qualified health plans in more than one state?			13a					
	Note: See the instructions for additional information the organization must report on Schedule O.								
b	Enter the amount of reserves the organization is required to maintain by the states in which the		1						
	organization is licensed to issue qualified health plans	13b		4					
С	Enter the amount of reserves on hand	13c							
14a				14a		_X_			
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedul			14b					
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuner								
	excess parachute payment(s) during the year?			15		X			
	If "Yes," see instructions and file Form 4720, Schedule N.					37			
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment	incom	ne?	16		X			
	If "Yes," complete Form 4720, Schedule O.			- Form	900	(2020)			
				FUIII	1000	(2020)			

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FRIENDS OF THE EARTH (ACTION), INC.

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

X

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.

Sec	tion A. Governing Body and Management						
						Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a		6			
	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 0.						
b	Enter the number of voting members included on line 1a, above, who are independent	1b		6			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship	with a	ny other				
	officer, director, trustee, or key employee?				2		Х
3	Did the organization delegate control over management duties customarily performed by or under the						
	of officers, directors, trustees, or key employees to a management company or other person?				3		Х
4	Did the organization make any significant changes to its governing documents since the prior Form 9				4		Х
5	Did the organization become aware during the year of a significant diversion of the organization's ass				5		Х
6	Did the organization have members or stockholders?				6	Х	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or ap						
	more members of the governing body?				7a	Х	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, st						
	persons other than the governing body?				7b		Х
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year						
а	The governing body?		-		8a	Х	
b	Each committee with authority to act on behalf of the governing body?				8b	Х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be read						
	organization's mailing address? If "Yes." provide the names and addresses on Schedule O			.	9		Х
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Re						
			,	_		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?				10a		Х
b	If "Yes," did the organization have written policies and procedures governing the activities of such ch	apters,	affiliates,				
	and branches to ensure their operations are consistent with the organization's exempt purposes?			. L	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body				11a	Х	
b	Describe in 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			. L	12a	Х	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise	to conf	licts?	. L	12b	X	
с	Did the organization regularly and consistently monitor and enforce compliance with the policy? // "Y	′es," de	escribe				
	in Schedule O how this was done			L	12c	Х	
13	Did the organization have a written whistleblower policy?			L	13	Х	
14	Did the organization have a written document retention and destruction policy?			L	14	Х	
15	Did the process for determining compensation of the following persons include a review and approva	l by inc	lependent				
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?						
а	The organization's CEO, Executive Director, or top management official			L	15a	Х	
b	Other officers or key employees of the organization			L	15b	X	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).						
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangen	nent wi	th a				
	taxable entity during the year?			H	16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluat	e its pa	articipation				
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organ	ization	s				
	exempt status with respect to such arrangements?				16b		
Sec	tion C. Disclosure	2 00		_		77.0	
17	List the states with which a copy of this Form 990 is required to be filed AL, AK, AR, AZ, C						
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, ar	nd 990-	I (Section 501(c)(3)s (only)	availal	ble
	for public inspection. Indicate how you made these available. Check all that apply.						
	Own website Another's website X Upon request Other (explain		,	_			
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, co	nflict o	f interest policy, a	nd f	inanc	ial	
	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 boo	ks and	records				
	$\frac{\text{ERICH PICA} - 202 - 783 - 7400}{1101 15 \text{mm} \text{ cmprem}}$	0000	5				
		2000	C		-	000	(0000)
032006	12-23-20 SEE SCHEDULE O FOR FULL LIST OF STATES				Form	990	(2020)

2020.05095 FRIENDS OF THE EARTH (ACT 064-1262

Form 990 (2020)	FRIENDS OF	THE EARTH	(ACTION), INC.	13-2644641	Page 7
Part VII Compens	ation of Officers, Dire	ectors, Trustees	, Key Employees, Highest (Compensated	
Employee	es, and Independent (Contractors			
Check if Sch	edule O contains a respons	e or note to any line i	n this Part VII		
Section A. Officers, D	irectors, Trustees, Key Err	ployees, and Highes	st Compensated Employees		
1a Complete this table f	or all persons required to be	listed. Report compe	ensation for the calendar year endir	ng with or within the organization's	tax year.
 List all of the organ 	nization's current officers, c	irectors, trustees (wh	ether individuals or organizations),	regardless of amount of compensa	tion.
Enter -0- in columns (D),	(E), and (F) if no compensati	on was paid.			

• List all of the organization's current key employees, if any. See instructions for definition of "key employee."

• List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

• List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

• List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See 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)	(B)			(0	C)			(D)	(E)	(F)
Name and title	Average	(do	not c		ition		ne	Reportable	Reportable	Estimated
	hours per	box	, unles	ss per	rson i	s both	n an	compensation	compensation	amount of
	week		cer an	aad	Irecto	r/trus	tee)	from	from related	other
	(list any	Individual trustee or director						the	organizations	compensation
	hours for related	e or di	tee			sated		organization (W-2/1099-MISC)	(W-2/1099-MISC)	from the
	organizations	rustee	l trus		ee	npen		(00-2/1099-00130)		organization and related
	below	dual t	nstitutional trustee	_	mploy	st col	2			organizations
	line)	Indivi	Institu	Officer	Key employee	Highest compensated employee	Former			3
(1) PICA, ERICH G	9.38									
PRESIDENT	28.13			Х				47,500.	142,500.	11,575.
(2) PAULSEN, ELIZABETH	18.75									
VP OF ORGANIZING	18.75					X		81,133.	81,133.	5,720.
(3) DYER, JULIE	4.97									
VP OF ADMINISTRATION & ORGANIZATION	32.53			Х				17,277.	113,116.	12,040.
(4) STOCKER, PETER A	2.63									
VP OF MEMBERSHIP & DEVELOPMENT	34.88					X		8,888.	118,083.	8,116.
(5) CHAN, MICHELLE WAI-WAH	2.81									
VP OF PROGRAMS	34.69					X		9,440.	116,429.	5,501.
(6) TRIVEDI, JAHNAVI	2.81									
DIRECTOR, FINANCE	34.69					X		8,570.	105,700.	12,364.
(7) ARCHER, LISA	0.68									
DIRECTOR, FOOD & AGRICULTURE PROGRAM	36.82					X		1,966.	106,491.	15,392.
(8) ANN HOFFMAN	1.00									
CHAIR		Х		Х				0.	0.	0.
(9) BUNNY GABEL	1.00									
VICE CHAIR (THRU 7/20)		Х		Х				0.	0.	0.
(10) ARTURO GARCIA-COSTAS	1.00									
VICE CHAIR	1.00	Х		X				0.	0.	0.
(11) MICHAEL J HERZ	1.00									
BOARD MEMBER	1.00	Х						0.	0.	0.
(12) NAVINA KHANNA	1.00								•	
BOARD MEMBER	1	Х						0.	0.	0.
(13) ANTHONY RODGERS-WRIGHT	1.00								•	
BOARD MEMBER	1	Х						0.	0.	0.
(14) SOROUSH SHEHABI	1.00								•	
BOARD MEMBER	1.00	Х						0.	0.	0.
		-								
						-				
		•								
								I		

032007 12-23-20

Form 990 (2020)

	990 (2020) FRIENDS (OF THE E	EAR	TH	I (AC	TI	ON), INC.	13-2	<u>644</u> 6	541	Pa	age 8
Par	VII Section A. Officers, Directors, Trus	tees, Key Em	oloy	ees,	and	d Hig	ghes	t Co	ompensated Employee	s (continued)				
	(A) Name and title	(B) Average hours per week	box	not cl , unles	ss per	ition more rson i) than c s both pr/trust	n an	(D) Reportable compensation from	(E) Reportable compensatio from related	on	am	(F) timate ount o other	
		(list any hours for related organizations below line)	Individual trustee or director	In stitutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC)	organizatior (W-2/1099-MI	าร	com fro orga and	pensation om the anization d relate	e on ed
			-											
			-											
1b	Subtotal		1			<u> </u>			174,774.	783,4		7(),7(08.
d	Total from continuation sheets to Part VI Total (add lines 1b and 1c)								0. 174,774.	783,4		7(),7(0. 08.
2	Total number of individuals (including but non- compensation from the organization	ot limited to th	ose	liste	d ab	ove	e) wh	o re	ceived more than \$100,	000 of reportable	e		Yes	0 No
3	Did the organization list any former officer, line 1a? If "Yes," complete Schedule J for si	-		-	•	-		Ŭ	• •			3		x
4	For any individual listed on line 1a, is the su and related organizations greater than \$150	im of reportabl),000? <i>If</i> "Yes,	e co " co	mpe mple	ensa ete S	tion Sche	and edule	oth 9 J fa	er compensation from the such individual	ne organization		4	x	
5	Did any person listed on line 1a receive or a rendered to the organization? <i>If</i> "Yes," com ion B. Independent Contractors											5		Х
1	Complete this table for your five highest con the organization. Report compensation for t	•	•								pensat	ion fro	m	
	(A) Name and business	address	NC	ONE	2				(B) Description of s	ervices	C	(C omper		۱
								_						
2	Total number of independent contractors (ir \$100,000 of compensation from the organiz	-	ot lin	nitec	d to t	thos (ted	above) who received mo	ore than				
												Form 9	9 90 (2	2020)

			2020) FRIENDS OF T	HE EARTH	(ACTION),	INC.	13-2644	641 Page 9
Pa	rt V	/	Statement of Revenue					
			Check if Schedule O contains a respons	e or note to any lin	e in this Part VIII			
				•	(A)	(B)	(C)	(D)
					Total revenue	Related or exempt		Revenue excluded from tax under
						function revenue	business revenue	sections 512 - 514
<i>(</i> 0 , <i>(</i> 0)		_	Fordeviated comparisons					
nts	1		Federated campaigns 1a		-			
Gra			Membership dues 1b		4			
Contributions, Gifts, Grants and Other Similar Amounts			Fundraising events 1c		4			
Gift ar		d	Related organizations 1d	300,000.				
s, (mi		е	Government grants (contributions) 1e					
rsi		f	All other contributions, gifts, grants, and					
but			similar amounts not included above 1f	891,188.				
oftri		g	Noncash contributions included in lines 1a-1f	10,175.	1			
Son		-	Total. Add lines 1a-1f		1,191,188	•		
0 0				Business Code	1/1/100	•		
	-							
ice	2	а		_				
er v		b		_				
Si		С		_				
an ev		d						
Program Service Revenue		е						
P		f	All other program service revenue					
			Total. Add lines 2a-2f					
	3		Investment income (including dividends, inte					
	-		other similar amounts)					
	4		Income from investment of tax-exempt bond					
			•	•				
	5		Royalties	(ii) Personal				
				(II) Personal	4			
	6	а	Gross rents 6a		-			
		b	Less: rental expenses 6b		-			
		С	Rental income or (loss) 6c					
		d	Net rental income or (loss)	🕨				
	7	а	Gross amount from sales of (i) Securities	s (ii) Other				
			assets other than inventory 7a]			
		b	Less: cost or other basis					
e			and sales expenses					
evenue		~	Gain or (loss)		1			
Other R	_		Net gain or (loss)	····				
the	8	а	Gross income from fundraising events (not					
ō			including \$ of					
			contributions reported on line 1c). See					
			Part IV, line 18	Ba				
		b	Less: direct expenses	3b				
		с	Net income or (loss) from fundraising events	>				
	9		Gross income from gaming activities. See					
)a				
		b		9b				
			Net income or (loss) from gaming activities					
	10		- -					
	10	d	Gross sales of inventory, less returns	0.0				
			and allowances		-			
			J	Ob				
		С	Net income or (loss) from sales of inventory					
s				Business Code				
e ou	11	а						
ane		b						
ellé		с						
Miscellaneous Revenue		d	All other revenue					
Σ			Total. Add lines 11a-11d					
	12		Total revenue. See instructions		1,191,188	. 0.	0.	0.
03200				····· P	,_,_,_,			Form 990 (2020
JU200	J 12-	-د	20					10111 (2020

FRIENDS OF THE EARTH (ACTION), Part IX Statement of Functional Expenses

INC.

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 respons	o or noto to any line in t		plete column (A).	X
		(A)	(B)	(C)	(D)
7b,	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations	101 614			
	and domestic governments. See Part IV, line 21	191,614.	191,614.		
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	83,787.	22,949.	54,646.	6,192.
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	456,202.	405,629.	21,032.	29,541.
8	Pension plan accruals and contributions (include				
	section 401(k) and 403(b) employer contributions)	12,114.	10,839. 70,040.	471.	804. 5,881.
9	Other employee benefits	86,042.		10,121.	5,881.
10	Payroll taxes	42,422.	33,739.	5,801.	2,882.
11	Fees for services (nonemployees):				
а	Management				
b	Legal	29,166.	17,765.	11,401.	
с	Accounting	22,689.		22,689.	
d					
е	Professional fundraising services. See Part IV, line 17				
f	Investment management fees				
g					
•	column (A) amount, list line 11g expenses on Sch 0.)	54,323.	16,095.	7,415.	30,813.
12	Advertising and promotion	39,398.	39,398.		
13	Office expenses	1,898.	432.	1,444.	22.
14	Information technology	112,816.	69,434.	30,171.	13,211.
15	Royalties	,		,	•
16	Occupancy	89,504.		89,504.	
17	Travel				
18	Payments of travel or entertainment expenses				
10	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Г				
20 21	Payments to affiliates				
21	Depreciation, depletion, and amortization				
22 23					
23 24	Other expenses. Itemize expenses not covered				
24	above (List miscellaneous expenses on line 24e. If				
	line 24e amount exceeds 10% of line 25, column (A)				
а	amount, list line 24e expenses on Schedule 0.)	41,003.		3,565.	37,438.
	RESEARCH, DATA, LISTS	22,531.	3,395.	5,505•	19,136.
b	OTHER EXPENSE	14,027.	• د د د , د	1,220.	12,807.
с с	OVERHEAD ALLOCATION	0.	183,384.	-198,704.	15,320.
d		U •	103,304.	± 30,70±•	IJ, JZU•
	All other expenses	1,299,536.	1,064,713.	60,776.	174,047.
<u>25</u>	Total functional expenses. Add lines 1 through 24e	т, 299, 330.	,004,/13.	00,770.	1/4,V4/•
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 Fight following SOP 98-2 (ASC 958-720)				

Form 990 (2020)

Part X Balance Sheet

FRIENDS OF THE EARTH (ACTION), INC.

		Check if Schedule O contains a response or note to any line in this Part.	<		
			(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing	1,322,936.	1	812,155.
	2	Savings and temporary cash investments		2	
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net		4	5,018.
	5	Loans and other receivables from any current or former officer, director,			
		trustee, key employee, creator or founder, substantial contributor, or 359	6		
		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	
s	7	Notes and loans receivable, net		7	
Assets	8	Inventories for sale or use		8	
Âŝ	9	Prepaid expenses and deferred charges		9	2,470.
	10a	Land, buildings, and equipment: cost or other			
		basis. Complete Part VI of Schedule D 10a			
	b	Less: accumulated depreciation 10b		10c	
	11	Investments - publicly traded securities		11	
	12	Investments - other securities. See Part IV, line 11		12	
	13	Investments - program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11		15	
	16	Total assets. Add lines 1 through 15 (must equal line 33)		16	819,643.
	17	Accounts payable and accrued expenses	65,754.	17	11,080.
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
ŝ	22	Loans and other payables to any current or former officer, director,			
Liabilities		trustee, key employee, creator or founder, substantial contributor, or 359	6		
abi		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 >			
		of Schedule D	363,454.		20,850.
	26	Total liabilities. Add lines 17 through 25	429,208.	26	31,930.
		Organizations that follow FASB ASC 958, check here \blacktriangleright X			
čě		and complete lines 27, 28, 32, and 33.			001 051
lan	27	Net assets without donor restrictions		27	281,871.
Ba	28	Net assets with donor restrictions	298,158.	28	505,842.
pun		Organizations that do not follow FASB ASC 958, check here			
Ē		and complete lines 29 through 33.			
រុ	29	Capital stock or trust principal, or current funds		29	
sei	30	Paid-in or capital surplus, or land, building, or equipment fund		30	
Net Assets or Fund Balances	31	Retained earnings, endowment, accumulated income, or other funds		31	
Ne	32	Total net assets or fund balances		32	787,713.
	33	Total liabilities and net assets/fund balances	1,325,269.	33	819,643.

Form 990 (2020)

13-2644641 Page 11

Form	1990 (2020) FRIENDS OF THE EARTH (ACTION), INC.	13-26	44641	Pag	_{ge} 12
Pa	rt XI Reconciliation of Net Assets				
	Check if Schedule O contains a response or note to any line in this Part XI		<u></u>		
1	Total revenue (must equal Part VIII, column (A), line 12)	1	1,191		
2	Total expenses (must equal Part IX, column (A), line 25)	2	1,299		
3	Revenue less expenses. Subtract line 2 from line 1	3	-108		
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	896	5,00	51.
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	.787	, 1	13.
Ра	rt XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII				X
				Yes	No
1	Accounting method used to prepare the Form 990: Cash X Accrual Other				
	If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule	0.			37
2a			2 a		X
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	on a			
	separate basis, consolidated basis, or both:				
	Separate basis Consolidated basis Both consolidated and separate basis			v	
b	Were the organization's financial statements audited by an independent accountant?		2 b	X	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate	e basis,			
	consolidated basis, or both:				
	Separate basis X Consolidated basis Both consolidated and separate basis				
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the		2c	x	
	review, or compilation of its financial statements and selection of an independent accountant?		20	~	
0-	If the organization changed either its oversight process or selection process during the tax year, explain on Sch				
Ja	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Sir	0			x
Ŀ	Act and OMB Circular A-133?		. <u>3a</u>		
a	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the requi		3b		
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits		J 3D		(0000)

Form **990** (2020)

Schedule B

(Form 990, 990-EZ, or 990-PF) Department of the Treasury Internal Revenue Service

Schedule of Contributors

Attach to Form 990. Form 990-EZ, or Form 990-PF. Go to www.irs.gov/Form990 for the latest information. OMB No. 1545-0047

2020

er

Name of the organizat	tion	Employer identification numb
	FRIENDS OF THE EARTH (ACTION), INC.	13-2644641
Organization type (ch	neck one):	
Filers of:	Section:	
Form 990 or 990-EZ	X 501(c)(4) (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

X 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 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from
any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h;
or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (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, 990-EZ, or 990-PF), but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

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

Name of organization

Employer identification number

13-2644641

FRIENDS OF THE EARTH (ACTION), INC.

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
<u> 1 </u>		\$\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
 		\$10,175.	Person Payroll Noncash X (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3		\$\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
4 		\$10,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)

Schedule B (Form 990, 990-EZ, or 990-PF) (2020)

023452 11-25-20

10290621 131839 064-126547

Employer identification number

FRIENDS OF THE EARTH (ACTION), INC.

13-2644641

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed. (a) (c) No. (b) (d) FMV (or estimate) from Description of noncash property given Date received (See instructions.) Part I STOCK GIFT 2 10/22/20 10,175. \$ (a) (c) No. (b) (d) FMV (or estimate) from Description of noncash property given **Date received** (See instructions.) Part I \$ (a) (c) No. (b) (d) FMV (or estimate) from Description of noncash property given **Date received** (See instructions.) Part I \$ (a) (c) No. (d) (b) FMV (or estimate) from Description of noncash property given **Date received** (See instructions.) Part I \$ (a) (c) No. (b) (d) FMV (or estimate) from Date received Description of noncash property given (See instructions.) Part I \$ (a) (c) No. (b) (d) FMV (or estimate) from Description of noncash property given **Date received** (See instructions.) Part I \$

Schedule B (Form 990, 990-EZ, or 990-PF) (2020)

Schedule E	B (Form 990, 990-EZ, or 990-PF) (2020)			Page 4		
Name of or	rganization		Employer	identification number		
FRIENI	DS OF THE EARTH (ACTION)			644641		
Part III	Exclusively religious, charitable, etc., contributi from any one contributor. Complete columns (a completing Part III, enter the total of exclusively religious, Use duplicate copies of Part III if additional) through (e) and the following line charitable, etc., contributions of \$1,000	entry. For organizations	e than \$1,000 for the year		
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of h	ow gift is held		
-		(e) Transfer of	gift			
-	Transferee's name, address, ar	nd ZIP + 4	Relationship of transferor to t	ransferee		
(a) No. from	(b) Purpose of gift	(c) Use of gift	(d) Description of h	ow gift is held		
Part I	(<i>v</i>) i di poso ci gitt					
	Transferee's name, address, ar	(e) Transfer of nd ZIP + 4	gm Relationship of transferor to t	ransferee		
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of h	ow gift is held		
-		(e) Transfer of				
-	Transferee's name, address, ar	nd ZIP + 4	Relationship of transferor to t	ransferee		
(a) No.						
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of h	ow gift is held		
	Transferee's name, address, a	(e) Transfer of nd ZIP + 4	fer of gift Relationship of transferor to transferee			
	,, ,,					

Schedule B (Form 990, 990-EZ, or 990-PF) (2020)

SCHEDULE C	Рс	olitical Campaign a	and Lobbying	Activities		OMB No. 1	545-0047
(Form 990 or 990-EZ)		anizations Exempt From Income			27	20	20
5 <i></i>		if the organization is described				Open to	Public
Department of the Treasury Internal Revenue Service		Go to www.irs.gov/Form990 for i		Inspe			
If the organization answ	vered "Yes," or	n Form 990, Part IV, line 3, or For	m 990-EZ, Part V, line	46 (Political Camp	aign A	ctivities), then	
 Section 501(c)(3) org 	anizations: Con	nplete Parts I-A and B. Do not com	plete Part I-C.				
		01(c)(3)) organizations: Complete F	Parts I-A and C below. D	o not complete Parl	: I-B.		
 Section 527 organiza 		•					
-		n Form 990, Part IV, line 4, or For					
		have filed Form 5768 (election und	()/				
		have NOT filed Form 5768 (electio	())	•		•	
		n Form 990, Part IV, line 5 (Proxy	Tax) (See separate in	structions) or Form	990-E	Z, Part V, line 3	5c (Proxy
Tax) (See separate inst		tiono: Complete Dart III					
Name of organization	, or (6) organiza	tions: Complete Part III.			Emplo	yer identificatio	on number
Name of organization	ED T ENDO	OF THE EARTH (AC			Emplo	13-2644	
Part I-A Comple		janization is exempt unde		r is a section 52	7 ora		041
					i org		
1 Drovido o doporintic	n of the organi-	zation's direct and indirect political	l compoign activition in	Dort IV			
2 Political campaign a	•	·			▶\$	28	3,551.
3 Volunteer hours for					Ψ.	20	5,551
3 VOIUNTEER HOURS TOP	political campa				-		
Part I-B Comple	ete if the org	anization is exempt unde	r section 501(c)(3)	-			
1 Enter the amount o	f anv excise tax	incurred by the organization unde	r section 4955		▶\$		
		incurred by organization manager					
		on 4955 tax, did it file Form 4720 fo				Yes	No
4a Was a correction m		·				Yes	
b If "Yes," describe in							
Part I-C Comple	ete if the org	anization is exempt unde	r section 501(c), e	xcept section 5	01(c)	(3).	
1 Enter the amount d	rectly expended	d by the filing organization for sect	ion 527 exempt functio	n activities	▶\$	17	7,551.
2 Enter the amount o	f the filing orgar	ization's funds contributed to othe	er organizations for sec	tion 527			
exempt function ac	tivities				▶\$	10	6,000.
3 Total exempt functi	on expenditures	. Add lines 1 and 2. Enter here an	d on Form 1120-POL,				
line 17b					▶\$	28	<u>3,551</u> .
4 Did the filing organi	zation file Form	1120-POL for this year?				Yes	X No
5 Enter the names, ad	dresses and er	nployer identification number (EIN)	of all section 527 politi	ical organizations to	which	the filing organiz	ation
made payments. Fo	r each organiza	tion listed, enter the amount paid	from the filing organizat	tion's funds. Also en	ter the	amount of polition	cal
		omptly and directly delivered to a			parate	segregated fund	d or a
political action com	mittee (PAC). If	additional space is needed, provid	le information in Part IV				
(a) Name	•	(b) Address	(c) EIN	(d) Amount paid f		(e) Amount of	
				filing organizatio funds. If none, ente		contributions re promptly and	
					51 °O°.	delivered to a	
						political orga	nization.
						If none, en	ter -0
NEW FLORIDA	/ISION	МТАМТ FT. 33161	83-0998709	6.0	~		0
PAU		MTAMT FT. 33161	- 01-0448/04	, n ()	UU .		υ.

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.								
LHA	SEE	PART	IV FO	OR CONTINUAT	LION			

Schedule C (Form 990 or 990-EZ) 2020

10290621 131839 064-126547

032041 12-02-20

Schedule C (Form 990 or 990-EZ) 2020					2644641 Page 2
Part II-A Complete if the orga section 501(h)).	inization is e	exempt under section	n 501(c)(3) and file	d Form 5768 (el	ection under
	on belongs to a	n affiliated group (and list ir	Part IV each affiliated	group member's nam	ne, address, EIN,
expenses, and share	•	•	· · · · · · · · · · · · · · · · · · ·		, , ,
B Check 🕨 📃 if the filing organizati	on checked box	A and "limited control" pro	ovisions apply.		
Limits	s on Lobbying E			(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influe	ence public opin	ion (grassroots lobbying)			
b Total lobbying expenditures to influe					
c Total lobbying expenditures (add lin					
d Other exempt purpose expenditures					
e Total exempt purpose expenditures					
f Lobbying nontaxable amount. Enter	the amount from	m the following table in bot	h columns.		
If the amount on line 1e, column (a) or	(b) is: Th	e lobbying nontaxable am	ount is:		
Not over \$500,000	209	% of the amount on line 1e.			
Over \$500,000 but not over \$1,000,	000 \$1	00,000 plus 15% of the exc	ess over \$500,000.		
Over \$1,000,000 but not over \$1,50	0,000 \$1 [°]	75,000 plus 10% of the exc	ess over \$1,000,000.		
Over \$1,500,000 but not over \$17,0	00,000 \$2	25,000 plus 5% of the exce	ss over \$1,500,000.		
Over \$17,000,000	\$1	000,000.			
g Grassroots nontaxable amount (ente	er 25% of line 1f)			
h Subtract line 1g from line 1a. If zero	or less, enter -0				
i Subtract line 1f from line 1c. If zero			-		
j If there is an amount other than zero		h or line 1i, did the organiza	ation file Form 4720		
reporting section 4911 tax for this y					Yes No
(Some organizations the	at made a secti	r Averaging Period Under on 501(h) election do not eparate instructions for lii	have to complete all of	f the five columns b	elow.
	Lobbying E	Expenditures During 4-Yea	ar Averaging Period		
Calendar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Schedule C (Form 990 or 990-EZ) 2020

032042 12-02-20

Schedule C (Form 990 or 990-EZ) 2020 FRIENDS OF THE EARTH (ACTION), INC. 13-2644641 Page 3 Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768

(election under section 501(h)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description			(a)		(b)	
of th	e lobbying activity.	Yes	No	Amo	ount	
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:					
а	Volunteers?					
	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?					
	Media advertisements?					
	Mailings to members, legislators, or the public?					
	Publications, or published or broadcast statements?					
f	Grants to other organizations for lobbying purposes?					
	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					
	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					
	If "Yes," enter the amount of any tax incurred by organization managers under section 4912					
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?					
Par	t III-A Complete if the organization is exempt under section 501(c)(4), section	n 501(c)(5), or sec	ction		
	501(c)(6).					
				Yes	No	
1	Were substantially all (90% or more) dues received nondeductible by members?		1	X		
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?		2		X	
3	Did the organization agree to carry over lobbying and political campaign activity expenditures from the tIII-B Complete if the organization is exempt under section 501(c)(4), section	e prior year	? 3		X	
	501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered " answered "Yes."			II-A, line	3, is	
1	Dues, assessments and similar amounts from members		1			
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of politic	al				
	expenses for which the section 527(f) tax was paid).					
	Current year					
	Carryover from last year					
-	Total					
3			3			
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the exce					
	does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and po	olitical				
_	expenditure next year?		4			
5 Par	Taxable amount of lobbying and political expenditures (See instructions) t IV Supplemental Information		5			
		list): David II	A 11:00 A 1			
	ide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group uctions); and Part II-B, line 1. Also, complete this part for any additional information.	list); Part II-	A, lines T a	na 2 (See		
	RT I-A, LINE 1:					
<u>1 711</u>						
WE	IDENTIFIED CANDIDATES COMMITTED TO FIGHTING FOR THE	ENVIE	ONMEN	т амр		
<u></u>				1 11110		
FOI	R GREATER SOCIAL AND RACIAL JUSTICE AND ENDORSED THE	M. WE	MADE			
<u>C01</u>	NTRIBUTIONS TO OTHER ORGANIZATIONS WORKING TO GET OU	T THE	VOTE.	WE		
WOI	RKED WITH OUR MEMBERSHIP AND OTHER GROUPS TO ENSURE	VOTERS	UNDE	RSTOOD)	
TH	E ISSUES AT STAKE IN VARIOUS ELECTIONS AND ENGAGED I	N SOME				
03204	3 12-02-20	Schedu	le C (Form	990 or 990	D-EZ) 2020	

Schedule C (Form 990 or 990-EZ) 2020 FRIENDS OF THE EARTH (ACTION), INC. 13-2644641 Page 4 Part IV Supplemental Information (continued)

GET-OUT-THE-VOTE EFFORTS.

PART I-C CONTINUATION FOR INCOMPLETE NAME/ADDRESS INFORMATION:

NEW FLORIDA VISION PAC

10800 BISCAYNE BOULEVARD, SUITE 1050 MIAMI, FL 33161

Schedule C (Form 990 or 990-EZ) 2020

032044 12-02-20

2020.05095 FRIENDS OF THE EARTH (ACT 064-1262

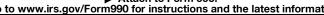
10290621 131839 064-126547

Department of the Treasury

Internal Revenue Service

(Form 990)

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.





FRIENDS OF THE EARTH (ACTION), INC. Employer identification number 13-2644641

Pa	t I Organizations Maintaining Donor Advised	d Funds or Other Similar F	unds or Ac	counts. Complete if the
	organization answered "Yes" on Form 990, Part IV, lin	e 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 v	vriting that the assets held in dono	or advised fund	ds
	are the organization's property, subject to the organization's	exclusive legal control?		Yes No
6	Did the organization inform all grantees, donors, and donor a			
	for charitable purposes and not for the benefit of the donor o	r donor advisor, or for any other pu	Irpose conferri	ing
	impermissible private benefit?			Yes No
Pa	Tt II Conservation Easements. Complete if the org	anization answered "Yes" on Forn	n 990, Part IV,	line 7.
1	Purpose(s) of conservation easements held by the organization	on (check all that apply).		
	Preservation of land for public use (for example, recrea	tion or education) 🛛 🗌 Preserva	ation of a histo	prically important land area
	Protection of natural habitat	Preserva	ation of a certi	fied historic structure
	Preservation of open space			
2	Complete lines 2a through 2d if the organization held a qualif	ied conservation contribution in the	e form of a co	nservation easement on the last
	day of the tax year.			Held at the End of the Tax Year
а	Total number of conservation easements			2a
b				2b
с	Number of conservation easements on a certified historic stru	ucture included in (a)		2c
d	Number of conservation easements included in (c) acquired a	fter 7/25/06, and not on a historic	structure	
	listed in the National Register			2d
3	Number of conservation easements modified, transferred, rele			zation during the tax
	year ►			
4	Number of states where property subject to conservation eas	ement is located		
5	Does the organization have a written policy regarding the per	iodic monitoring, inspection, handl	ing of	
	violations, and enforcement of the conservation easements it	holds?		Yes No
6	Staff and volunteer hours devoted to monitoring, inspecting,	handling of violations, and enforcir	ng conservatio	n easements during the year
	▶			
7	Amount of expenses incurred in monitoring, inspecting, hand	ling of violations, and enforcing co	nservation eas	sements during the year
	►\$			
8	Does each conservation easement reported on line 2(d) above			
	and section 170(h)(4)(B)(ii)?			
9	In Part XIII, describe how the organization reports conservation		•	
	balance sheet, and include, if applicable, the text of the footn	ote to the organization's financial	statements that	at describes the
Do	organization's accounting for conservation easements. t III Organizations Maintaining Collections of	Art Historical Tracourse	or Other S	imilar Acceto
Fai	t III Organizations Maintaining Collections of Complete if the organization answered "Yes" on Form		or other 3	initial Assets.
1a	If the organization elected, as permitted under FASB ASC 95			
	of art, historical treasures, or other similar assets held for pub			
	service, provide in Part XIII the text of the footnote to its finar			-h
a	If the organization elected, as permitted under FASB ASC 95			
	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			• · ·
~				
2	If the organization received or held works of art, historical treater following any second to be reader of the following and the following the second to be reader of the second to be reader		inancial gain, p	provide
	the following amounts required to be reported under FASB A	· ·		
a	Revenue included on Form 990, Part VIII, line 1			
	Assets included in Form 990, Part X			
	For Paperwork Reduction Act Notice, see the Instructions	ior Form 990.		Schedule D (Form 990) 2020
03205	12-01-20			

Sche		OF THE						13-26			age 2
Par	t III Organizations Maintaining C	collections of	f Art, Hi	storical Tr	easures	s, or Othe	er Simi	ilar Assets	contin	ued)	
3	Using the organization's acquisition, access	ion, and other re	cords, ch	eck any of the	following	that make s	significa	nt use of its		,	
	collection items (check all that apply):										
а	Public exhibition		d 🗌	Loan or ex	change pi	rogram					
b	Scholarly research		е 🗌	Other							
с	Preservation for future generations										
4	Provide a description of the organization's c	ollections and ex	plain how	/ they further t	the organi	zation's exe	mpt pur	pose in Part	XIII.		
5	During the year, did the organization solicit of	or receive donation	ons of art	historical trea	asures, or	other simila	r assets		_		_
	to be sold to raise funds rather than to be m								Yes		No
Par	t IV Escrow and Custodial Arran reported an amount on Form 990, Pa		mplete if	the organizati	on answe	red "Yes" or	n Form §	990, Part IV,	line 9, or		
- 1a	Is the organization an agent, trustee, custod		mediarv f	or contributior	ns or othe	r assets not	include	d			
	on Form 990, Part X?								Yes		No
b	If "Yes," explain the arrangement in Part XIII							·····]
-		and complete a		glasier					Amount		
с	Beginning balance						1	c			
d	Additions during the year							d			
	Distributions during the year							e			
f	Ending balance							f			
2a	Did the organization include an amount on F								Yes		No
b	If "Yes," explain the arrangement in Part XIII.]
Par	t V Endowment Funds. Complete	if the organizatio	n answer	ed "Yes" on F	orm 990,	Part IV, line	10.				
		(a) Current ye	ar (t	o) Prior year	(c) Two	years back	(d) Thr	ee years back	(e) Four	years	back
1a	Beginning of year balance										
b	Contributions										
С	Net investment earnings, gains, and losses				_						
d	Grants or scholarships				_						
е	Other expenditures for facilities										
	and programs				_						
f	Administrative expenses				_						
g	End of year balance										
2	Provide the estimated percentage of the cur	•	lance (line	e 1g, column (a	a)) held as	:					
а	Board designated or quasi-endowment		%								
b	Permanent endowment										
С	Term endowment	_%									
_	The percentages on lines 2a, 2b, and 2c sho	•									
3a	Are there endowment funds not in the posse	ession of the org	anization	that are held a	and admin	istered for t	he orgai	nization	ſ		
	by:									Yes	No
	(i) Unrelated organizations								3a(i)		
L	(ii) Related organizations								3a(ii)		
D	If "Yes" on line 3a(ii), are the related organiza								3b		
Par	Describe in Part XIII the intended uses of the tVI Land, Buildings, and Equipm		endowme	it lunus.							
	Complete if the organization answere		000 Par	t IV line 11a :	See Form	990 Part X	line 10				
	Description of property		or other		st or other		Accumu		(d) Bool	c valu	
	Description of property	1	/estment)	. ,	s (other)		epreciat		(u) B00	value	5
1a	Land										
b	Buildings										
с	Leasehold improvements										
d	Equipment										
e	Other										
Tota	. Add lines 1a through 1e. (Column (d) must e	equal Form 990.	Part X, co	lumn (B), line	<u>10c.)</u>						0.
								Cabadula	D / Carrow		0000

Schedule D (Form 990) 2020

032052 12-01-20

Schedule	D (Form 990) 2020	FRIENDS OF	THE	EARTH	(ACI	TION)), INC.	13-2644641	Page 3
Part V	II Investments - 0	Other Securities.							
	Complete if the orga	anization answered "Yes"							
(a) Desc	ription of security or categ	OTY (including name of security)	((b) Book valu	e	(c)	Method of valuation: Cos	st or end-of-year market v	alue
(1) Finan	cial derivatives								
(2) Close	ely held equity interests								
(3) Other									
(A)									
(B)									
(C)									
(D)									
(E)									
(F)									
(G)									
<u>(H)</u>									
Total. (Col	. (b) must equal Form 990	, Part X, col. (B) line 12.) 🕨							
Part V	III Investments - I	•							
		anization answered "Yes"							
	(a) Description of	investment	(b) Book valu	e	(c)	Method of valuation: Cos	st or end-of-year market v	alue
(1)									
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
Total. (Col Part IX		, Part X, col. (B) line 13.) 🕨							
Faitin	_		-	000 D				-	
	Complete if the orga	anization answered "Yes"	On ⊢or Descri		v, line 1	110. See	e Form 990, Part X, line 1	5. (b) Book va	
		(d)	Descri	μιση					aiue
(1)									
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
<u>(9)</u>									
Part X	Other Liabilitie	<u>rm 990, Part X. col. (B) lin</u> S	<u>e 15.)</u>					🕨	
I are A		anization answered "Yes"	on Eor	m 000 Part I	V lino 1	110 or 1	1f Soo Form 000 Part V	lino 25	
4		escription of liability	011101	111 990, 1 ait i	v, inte t		11. See 1 0111 330, 1 art A,	(b) Book va	alue
<u>1.</u>	ederal income taxes								
		DS OF THE EAR	тн					20	,850.
								20,	,050.
(3)									
(4)									
<u>(5)</u> (6)									
(7)									
(8)									
(9) Total (0)	- (- 05 \					> 20	,850.
	., .	<u>rm 990, Part X, col. (B) lin</u> sitions. In Part XIII, provide	,						,030.
	•	certain tax positions unde				-		-	X
organ	nzation 5 hability for UNC	reitain tax positions unde	ILHOR	A30 /40. U	ICCK HE	ie ii trie	LEVE OF THE IOOFLOFE USE T	Jeen provided in Part XIII	🕰

Schedule	D	(Form	990)	2020

032053 12-01-20

	edule D (Form 990) 2020 FRIENDS OF THE EARTH (ACT)		13-2644641 Page 4
Pa	rt XI Reconciliation of Revenue per Audited Financial Statem	ents With Revenue	e per Return.
	Complete if the organization answered "Yes" on Form 990, Part IV, line 12	2a.	
1	Total revenue, gains, and other support per audited financial statements		
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
а	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
с	Recoveries of prior year grants		
d	Other (Describe in Part XIII.)	2d	
е	Add lines 2a through 2d		2e
3	Subtract line 2e from line 1		
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
с	Add lines 4a and 4b		
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		
Pa	rt XII Reconciliation of Expenses per Audited Financial Stater	ments With Expens	ses per Return.
	Complete if the organization answered "Yes" on Form 990, Part IV, line 12	2a.	
1	Total expenses and losses per audited financial statements		1
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
а	Donated services and use of facilities	2 a	
b	Prior year adjustments	2b	
с	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
е	Add lines 2a through 2d		
3	Subtract line 2e from line 1		
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
с	Add lines 4a and 4b		
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		
Pa	rt 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:

FOE ACTION IS EXEMPT FROM THE PAYMENT OF INCOME TAXES UNDER SECTION

501(C)(4) OF THE INTERNAL REVENUE CODE (IRC).

THE ORGANIZATION EVALUATED ITS TAX POSITIONS AND DETERMINED THAT ITS

POSITIONS ARE MORE LIKELY THAN NOT TO BE SUSTAINED ON EXAMINATION.

032054 12-01-20

Schedule D (Form 990) 2020

 $10290621 \ 131839 \ 064 - 126547$

SCHEDULE I (Form 990)		irants and Oth					OMB No. 1545-0047		
(Form 990)	Governments, and Individuals in the United States Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.								
Department of the Treasury Internal Revenue Service	Comp		Attach to Forn s.gov/Form990 fo	m 990.			Open to Public Inspection		
Name of the organization							Employer identification number		
		TH (ACTION)	, INC.				13-2644641	<u> </u>	
Part I General Information on Grants ar			· · · ·						
1 Does the organization maintain records to criteria used to award the grants or assis	tance?							٩ı	
2 Describe in Part IV the organization's pro Part II Grants and Other Assistance to I					anization answord "	(oc" on Form 000 Part	IV line 21 for any	—	
recipient that received more than \$	-				anization answered f	es on Form 990, Fan	TV, III e 21, IOF arry		
1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance		
BLACK MALE VOTER PROJECT							CONTRIBUTION-	_	
80 M STREET SE. FL1							NON-PARTISAN VOTER		
WASHINGTON, DC 20003	84-3530186	501(C)(4)	25,000.	0.	N/A	N/A	TURNOUT PROJECT		
NEW GEORGIA PROJECT ACTION FUND A231 165 COURTLAND STREET							CONTRIBUTION- SUPPORT GA SENATE RUN OFF RACE	1	
ATLANTA, GA 30303	82-0934131	501(C)(4)	50,000.	0.	N/A	N/A	EFFORTS		
NEW FLORIDA VISION PAC 10800 BISCAYNE BOULEVARD SUITE 1050 MIAMI, FL 33161	83-0998709	527	6,000.	0.	N/A	N/A	GENERAL CONTRIBUTION		
BLACK VOTERS MATTER FUND 4751 BEST RD 490 ATLANTA, GA 30337	81-3625061	501(0)(4)	25,000.	0	N/A	N/A	CONTRIBUTION- NON-PARTISAN VOTER TURNOUT VOTER		
	01 5025001	501(0)(4)	25,000.	0.	N/A				
2 Enter total number of section 501(c)(3) ar	nd government org	ganizations listed in the	e line 1 table).	
3 Enter total number of other organizations							····· F	1.	
LHA For Paperwork Reduction Act Notice,	see the Instructi	ons for Form 990.					Schedule I (Form 990) 202	20	

Schedule I (Form 990) 2020 FRIENDS OF THE EARTH (ACTION), 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:

PRIOR TO CONTRIBUTION, THE OTHER ORGANIZATIONS SHARED THEIR PLANS AND

STRATEGIES. AFTER WE MADE THE CONTRIBUTION, WE WERE GIVEN PERIODIC UPDATES

ON THE IMPLEMENTATION.

13-2644641

Page 2

SC	HEDULE J	Compensation Information		OMB No. 1	545-004	17	
(Fo	rm 990)	- For certain Officers, Directors, Trustees, Key Employees, and Highest		20	ົງດ		
		Compensated Employees Complete if the organization answered "Yes" on Form 990, Part IV, line 23.		20	ZU)	
Dena	tment of the Treasury	Attach to Form 990.		Open to		ic	
Intern	al Revenue Service	Go to www.irs.gov/Form990 for instructions and the latest information.		ction			
Nam	e of the organizatio			identificatio		nber	
De		FRIENDS OF THE EARTH (ACTION), INC.	13-2	2644643	L		
Pa	rt I Question	s Regarding Compensation					
4-	Obeels the engineer		000		Yes	No	
а		ate box(es) if the organization provided any of the following to or for a person listed on Form	990,				
	First-class or e	line 1a. Complete Part III to provide any relevant information regarding these items.					
	\equiv	, i i i i i i i i i i i i i i i i i i i					
Travel for companions Payments for business use of personal residence Tax indemnification and gross-up payments Health or social club dues or initiation fees							
Discretionary spending account Personal services (such as maid, chauffeur, chef)							
b	If any of the boxes	on line 1a are checked, did the organization follow a written policy regarding payment or					
	•	provision of all of the expenses described above? If "No," complete Part III to explain		1b			
2		n require substantiation prior to reimbursing or allowing expenses incurred by all directors,					
	•	rs, including the CEO/Executive Director, regarding the items checked on line 1a?		2			
	,						
3	Indicate which, if a	ny, of the following the organization used to establish the compensation of the organization's					
CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to							
establish compensation of the CEO/Executive Director, but explain in Part III.							
	Compensation	n committee Written employment contract					
		compensation consultant Compensation survey or study					
	Form 990 of c	ther organizations Approval by the board or compensation c	ommittee				
4		any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing					
	organization or a re	-			77		
a		e payment or change-of-control payment?			Х	x	
b		ceive payment from a supplemental nonqualified retirement plan?				X	
С	-	ceive payment from an equity-based compensation arrangement?		4c			
	If "Yes" to any of II	nes 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		on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensatio	n				
-	contingent on the						
а	•			5a		x	
		ation?				X	
		or 5b, describe in Part III.					
6		on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensatio	n				
	contingent on the r	net earnings of:					
а	The organization?			6a		X	
b		ation?				X	
		or 6b, describe in Part III.					
7		on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments					
		nes 5 and 6? If "Yes," describe in Part III		7		X	
8		reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the	ie	8			
	initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III					X	
9		id the organization also follow the rebuttable presumption procedure described in					
	Regulations section					<u> </u>	
LHA	For Paperwork R	eduction Act Notice, see the Instructions for Form 990.	Scheo	lule J (Forn	n 990)	2020	

032111 12-07-20

13-2644641

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.

		(B) Breakdown of	W-2 and/or 1099-MI	SC compensation	(C) Retirement and other deferred	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B)	
(A) Name and Title		(i) Base compensation	(ii) Bonus & (iii) Other compensati		compensation	benefits	(B)(()-(D)	reported as deferred on prior Form 990	
(1) PICA, ERICH G	(i)	47,500.	0.	0.	1,425.	1,469.	50,394.	0.	
PRESIDENT	(ii)	142,500.	0.	0.	4,275.	4,406.	151,181.	0.	
(2) PAULSEN, ELIZABETH	(i)	61,583.	0.	19,550.	1,620.	1,240.	83,993.	0.	
VP OF ORGANIZING	(ii)	61,583. 61,583.	0.	19,550.	1,620.	1,240.	83,993.	0.	
	(i)								
	(ii)								
	(i)								
	(ii)								
	(i)								
	(ii)								
	(i)								
	(ii)								
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	(ii)								
	(i)								
	(ii)								
	(i)								
	(ii)								
	(i)								
	(ii)								

Part III Supplemental Information

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

PART I, LINE 4A:

ELIZABETH PAULSEN RECIEVED A PAYMENT MADE PURSUANT TO A SEPARATION

AGREEMENT AND RELEASE OF CLAIMS.

SCHEDULE O

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service Name of the organization

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

Attach to Form 990 or 990-EZ.

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



FRIENDS OF THE EARTH (ACTION), INC.

Employer identification number 13 - 2644641

FORM 990

THIS AMENDMENT IS BEING PREPARED TO ADD OVERHEAD ALLOCATION TO THE

STATEMENT OF FUNCTIONAL EXPENSES TO TIE BACK MORE EASILY TO THE AUDITED

FINANCIAL STATEMENTS.

THE ADDITION OF THE OVERHEAD ALLOCATION RESULTED IN THE FOLLOWING

CHANGES TO THE JUNE 30, 2021 FORM 990:

1. PAGE 1, BOX B, AMENDED RETURN BOX CHECKED.

2. PART III, LINE 4A EXPENSES WAS \$889,620, IS NOW \$1,064,713.

3. PART III, LINE 4E EXPENSES WAS \$889,620, IS NOW \$1,064,713.

4. PART IX, LINE 14(A) WAS \$121,109, IS NOW \$112,816.

5. PART IX, LINE 14(B) WAS \$77,725, IS NOW \$69,434.

6. PART IX, LINE 14(C) WAS \$30,173, IS NOW \$30,171.

7. PART IX, ADDED LINE 24D "OVERHEAD ALLOCATION"

8. PART IX, LINE 24D(B) WAS \$0, IS NOW \$183,384.

9. PART IX, LINE 24D(C) WAS \$0, IS NOW (\$198,704).

10. PART IX, LINE 24D(D) WAS \$0, IS NOW \$15,320.

11. PART IX, LINE 24C (A) WAS \$5,734, IS NOW \$14,027.

12. PART IX, LINE 24C(D) WAS \$4,514, IS NOW \$12,807.

13. PART IX, LINE 25(B) WAS \$889,620, IS NOW \$1,064,713.

14. PART IX, LINE 25(C) WAS \$259,482, IS NOW \$60,776.

15. PART IX, LINE 25(D) WAS \$150,434, IS NOW \$174,047.

FORM 990, PART VI, SECTION A, LINE 1:

THE BOARD HAS COMMITTEES THAT ARE CHARGED WITH ACTING ON BEHALF OF THE

 LHA
 For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.
 Schedule O (Form 990 or 990-EZ) 2020

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 11-20-20

Schedule O (Form 990 or 990-EZ) 2020	Page 2
Name of the organization FRIENDS OF THE EARTH (ACTION), INC.	Employer identification number $13 - 2644641$
BOARD RELATED TO DECISIONS UNDER EACH COMMITTEES PERVUE.	
FORM 990, PART VI, SECTION A, LINE 6:	
THE MEMBERS OF THE CORPORATION SHALL CONSIST OF INDIVIDUAL	S (INDIVIDUAL
MEMBERS) AND ORGANIZATIONS (ORGANIZATIONAL MEMBERS) THAT:	(I) PAY DUES AS
SPECIFIED IN THE BYLAWS OR ANNUALLY AFFIRM MEMBERSHIP AND	HAVE THE RIGHT TO
ELECT THREE MEMBERS OF THE BOARD; AND (II) MEET OTHER QUAL	IFICATIONS FOR
MEMBERSHIP AS ESTABLISHED BY THE BOARD UNDER THE BYLAWS.	

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

PLEASE REFER TO THE RESPONSE TO FORM 990 VI LINE 6.

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

ALL MEMBERS OF THE BOARD WILL RECEIVE A COPY OF THE UNFILED FORM 990 AND

HAVE AN OPPORTUNITY TO REVIEW IT BEFORE IT IS FILED WITH THE IRS.

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

EACH BOARD MEMBER IS REQUIRED TO FILL OUT A CONFLICT OF INTEREST DISCLOSURE FORM ANNUALLY. ANY ACTUAL OR POTENTIAL CONFLICTS ARE REVIEWED IN DEPTH BY THE BOARD, AND DECISIONS ARE MADE AS TO WHETHER THE BOARD MEMBER SHOULD CONTINUE IN HIS/HER BOARD ROLE, OR POSSIBLY RECUSE HIM/HERSELF FROM VOTING ON CERTAIN MATTERS. THE POLICY IS MONITORED BY A DESIGNATED BOARD MEMBER THROUGH REVIEW OF THE CONFLICT OF INTEREST FORMS ON A CONTINUOUS BASIS.

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

THE PROCESS FOR DETERMINING COMPENSATION OF THE ORGANIZATION'S PRESIDENT IS

PERFORMED BY RELATED ENTITY AND A COMMON PAYMASTER, FRIENDS OF THE EARTH

(FOE). FOEA EFFECTIVELY FOLLOWS WHEN IT REIMBURSES THROUGH THE COST SHARING
032212 11-20-20
Schedule O (Form 990 or 990-EZ) 2020

 $10290621 \ 131839 \ 064 - 126547$

Schedule O (Form 990 or 9	90-EZ) 2020						Page 2
Name of the organization	FRIENDS	OF	THE	EARTH	(ACTION),	INC.	Employer identification number 13-2644641
							•

AGREEMENT.

THE PRESIDENT'S COMPENSATION IS DETERMINED BY A SPECIAL TASK FORCE, WHICH IS MADE UP OF DESIGNATED MEMBERS OF THE EXECUTIVE COMMITTEE. THE TASK FORCE ASSESSES HIS OVERALL PERFORMANCE IN THE POSITION AND THE FINANCIAL CONDITION OF THE ORGANIZATION. AS PART OF THE PROCESS, THE TASK FORCE CONSULTS WITH FOE'S HUMAN RESOURCES PROFESSIONALS INCLUDING EXTERNAL CONSULTANTS FOR CURRENT BENCHMARKS OF EXECUTIVE COMPENSATION FOR SIMILAR 501(C)(3) ORGANIZATIONS. THE PROCESS WAS MOST RECENTLY COMPLETED IN FY2021.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990: AL,AK,AR,AZ,CA,CO,CT,FL,GA,IL,KS,LA,MA,MD,ME,MN,MS,NC,ND,NH,NJ,NM,NY,OH,OK OR,PA,RI,SC,TN,UT,VA,WA,WI,WV

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

GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS

ARE MADE AVAILABLE TO THE PUBLIC UPON REQUEST.

FORM 990 PART IX LINE 7

OTHER SALARIES AND WAGES CONSIST OF REIMBURSEMENTS FOR AN ALLOCATED

PORTION OF SALARIES AND WAGES FROM FRIENDS OF THE EARTH.

FORM 990, PART XII, LINE 2C:

THE PROCESS FOR OVERSIGHT AND SELECTION OF AN INDEPENDENT ACCOUNTANT

HAS NOT CHANGED.

032212 11-20-20

SCH	IED	U	LE	R
	-			

(Form 990)

Related Organizations and Unrelated Partnerships

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

Attach to Form 990. ► Go to www.irs.gov/Form990 for instructions and the latest information. OMB No. 1545-0047 20

Open to Public Inspection

Employer identification number

13-2644641

Department of the Treasury Internal Revenue Service Name of the organization

FRIENDS OF THE EARTH (ACTION), INC.

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section	(f) Direct controlling entity	cont	g) 512(b)(13) rolled ity?
				501(c)(3))		Yes	No
FRIENDS OF THE EARTH - 23-7420660	DEFENDS THE ENVIRONMENT						
1101 15TH STREET NW, SUITE 1100	AND CHAMPIONS A HEALTHY						
WASHINGTON, DC 20005	AND JUST WORLD.	DISTRICT OF COLUMBIA	501(C)(3)	LINE 7			Х
FRIENDS OF THE EARTH ACTION POLITICAL ACTION							
COMMITTEE - 13-2644641, 1101 15TH STREET NW,	POLITICAL CAMPAIGN						
SUITE 1100, WASHINGTON, DC 20005	ACTIVITY	DISTRICT OF COLUMBIA	527				Х
	-						
	-						
	-						
	4						

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

Schedule R (Form 990) 2020

Schedule R (Form 990) 2020 FRIENDS OF THE EARTH (ACTION), INC.

13-2644641 Page 2

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

organizationo troatea ao a pa	······································	,										
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(1	h)	(i)		i)	(k)
Name, address, and EIN of related organization	Primary activity	Legal domicile (state or foreign	Direct controlling entity	Predominant income (related, unrelated, excluded from tax under	Share of total income	Share of end-of-year assets		ortionate itions?	Code V-UBI amount in box 20 of Schedule	Gene mana part	ral or aging ner?	Percentage ownership
		country)		sections 512-514)		455615	Yes	No	K-1 (Form 1065)	Yes		
]											
	1											
	-											
	-											
	-											
	{											
	4											

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i Sec 512(t contr ent	(i) ction (b)(13) trolled tity?
		country)				400010		Yes	No
									\square

Schedule R (Form 990) 2020 FRIENDS OF THE EARTH (ACTION), INC.

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

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.							
1	During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?						
а	Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	1a		Х			
	Gift, grant, or capital contribution to related organization(s)	1b		Х			
	Gift, grant, or capital contribution from related organization(s)	1c	X				
	Loans or loan guarantees to or for related organization(s)	1d		X			
	Loans or loan guarantees by related organization(s)	1e		X			
f	Dividends from related organization(s)	1f		X			
g		1g		X			
h	Purchase of assets from related organization(s)	1h		X			
i	Exchange of assets with related organization(s)	1i		X			
j	Lease of facilities, equipment, or other assets to related organization(s)	1j		X			
k	Lease of facilities, equipment, or other assets from related organization(s)	1k		X			
	Performance of services or membership or fundraising solicitations for related organization(s)	11		X			
	Performance of services or membership or fundraising solicitations by related organization(s)	1m		X			
n	Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n	X				
	Sharing of paid employees with related organization(s)	10	X				
р	Reimbursement paid to related organization(s) for expenses	1p	X				
q	Reimbursement paid by related organization(s) for expenses	1q		X			
r	Other transfer of cash or property to related organization(s)	1r		Х			
S	Other transfer of cash or property from related organization(s)	1s		X			
2	If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.						

Nar	(a) ne of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
<u>(1)</u>				
(2)				
<u>(3)</u>				
<u>(4)</u>				
<u>(5)</u>				
<u>(6)</u>				

Schedule R (Form 990) 2020 FRIENDS OF THE EARTH (ACTION), INC.

13-2644641 Page 4

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

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

(a) Name, address, and EIN of entity	(b) Primary activity	(c)	(e) Are a partners 501(c) orgs Yes	(f) Share of total income	(g) Share of end-of-year assets	Dispr tion	n) ropor- nate tions? No	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General o managin partner? Yes NC	(k) Percentage ownership

Schedule R (Form 990) 2020

Schedule R (Form 990) 2020
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Part VII Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.

Schedule R (Form 990) 2020

032165 10-28-20