CHESAPEAKE CLIMATE ACTION NETWORK

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EIN: 11-3644283
Report Generated on: 12/07/2023

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MISSION

The mission of the Chesapeake Climate Action Network (CCAN) is to build a diverse movement powerful enough to put our region on the path to climate stability, while using our proximity to the nation’s capital to inspire action in neighboring states, around the country, and across the world. CCAN is the largest and oldest grassroots organization dedicated exclusively to fighting for bold and just solutions to climate change in the Chesapeake region of Maryland, Virginia, and Washington, DC. We also know that a vibrant democracy is central to our success and we work to defend democratic integrity wherever we can.
PROGRAMS

1. Offshore Wind and Onshore Jobs
   Population(s) served:

2. Maryland No New Fossil Fuels
   Population(s) served:

3. No New Pipelines in Virginia
   Population(s) served:

4. Sea Level Rise: Virginia's Greatest Threat
   Population(s) served:

5. Mobility for All Virginians
   Population(s) served:

6. Electrify Maryland
   Population(s) served: Adults, Economically disadvantaged people, Adults, Economically disadvantaged people

POPULATIONS SERVED

1. Adults
2. Families
3. Low-income people
4. Activists

COMPLIANCE

☑ IRS Pub 78 Verified as of November 2023
☑ IRS BMF 509(a) (1) as of November 13, 2023
☑ A-133 Audit Required/Performed?
☑ Conflict of Interest Policy
☒ Written whistleblower policy

Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)

TRANSPARENCY MEASURES

☑ Board Practices Reported?
☒ Diversity Data Reported?
12 Number of Independent Board Members
Programs & Results

PROGRAMS

Source: Self-Reported by Organization, February 2023

Offshore Wind and Onshore Jobs

Population(s) Served:
General/Unspecified Families

As part of a coalition of climate advocates, CCAN helped pass the Climate Solutions Now Act of 2022, committing Maryland to reduce climate pollution by 60% by 2031. Developing more clean energy—especially offshore wind—in Maryland will be key to meeting that goal.

Offshore wind is Maryland’s most abundant energy resource and the next few years offer a huge opportunity. Maryland has the opportunity to become the East Coast manufacturing hub for this growing industry, putting the state at the forefront of the clean energy transition and reducing our reliance on harmful fossil fuels.

Maryland No New Fossil Fuels

Population(s) Served:
General/Unspecified Economically disadvantaged, low-income, and poor people

Fossil fuels pose direct harm to our water, air, health, and climate. We are organizing in Maryland to stop the development of new fossil fuel infrastructure. From new power plants, pipelines, compressor stations, or other significant infrastructure projects related to the extraction, transport, and combustion of fossil fuels.

No New Pipelines in Virginia

Population(s) Served:
General/Unspecified Families

Big Gas wants to build huge new fracked-gas pipelines — one through the Blue Ridge and Appalachian regions of Virginia and West Virginia called the Mountain Valley Pipeline, and the other through the heart of Central Virginia called the Chickahominy Pipeline. These pipelines are being built with a lifetime of 40 years and will lock us into dirty energy for decades, hinged on an untested reappropriation to hydrogen gas distribution. This is NOT the future we need and it flies in the face of the Commonwealth’s historic clean energy standards. From fueling toxic fracking, to destroying our shared waterways, to polluting majority Black neighborhoods, to leaking heat-trapping methane, this pipeline would harm our communities and our climate every step of the way. We just stopped the Atlantic Coast Pipeline — a HUGE victory — but the fight continues.

Sea Level Rise: Virginia’s Greatest Threat

Population(s) Served:
General/Unspecified Families

In the U.S., the Hampton Roads region is second only to New Orleans as home to the most people at greatest risk from flooding caused by rising sea levels. Residents are already seeing the consequences, as they are living on the front lines of climate impacts driven by fossil fuel industry pollution. Chronic flooding is forcing the raising of homes, roadways, and naval infrastructure, and it’s only getting worse. Scientists predict that sea levels could rise by as much as seven feet within this century. In the event of a major storm, there is no effective plan to evacuate and shelter residents, even as warming ocean temperatures and longer hurricane seasons increase the risk of superstorms like Sandy.

We need flooding solutions now and the policies that are going to be put in place must be looked at and thought out through a lens of justice; otherwise, underserved communities will almost certainly be left behind.

Mobility for All Virginians

Population(s) Served: n/a

Transportation is vital. High-quality, reliable public transit service is essential for Virginians to access their jobs, schooling, healthcare, education, and shopping needs. Yet it’s often expensive and inaccessible in the places that need it most. And it’s Virginia’s biggest single source of greenhouse gases and other toxic pollutants. We believe that we can transform Virginia’s transit sector from a major cause of climate change to part of the solution, while improving social justice at the same time. It’s time to say yes to electric vehicles, especially large fleets. And it’s time to say yes to fostering communities where people can walk, ride free public transit and reduce the overall vehicle miles traveled. It’s time for Mobility for All.

Electrify Maryland

Population(s) Served: n/a

Building electrification would benefit community members by giving them access to cleaner air, healthier homes, good jobs, affordable clean energy, and energy efficiency to reduce monthly energy bills while helping the state meet its climate goals. We’ve been pushing for statewide reform, along with fighting for local bills on a county level. We first passed a bill to electrify new buildings in Montgomery County. Now we’re setting our sights on Howard County. Soon, we’ll go statewide.

4 GUIDESTAR PRO REPORT for CHESAPEAKE CLIMATE ACTION NETWORK | EIN: 11-3644283 | Report Generated: 12 / 07 / 2023 © 2023 GuideStar. All rights reserved.
CHARTINGIMPACT

What is the organization aiming to accomplish?

The Chesapeake Climate Action Network (CCAN) is the first grassroots, nonprofit organization dedicated exclusively to fighting global warming in Maryland, Virginia, and Washington, D.C. At CCAN, we envision an equitable energy future where efficiency and truly clean sources of power — solar and wind — sustain every aspect of our lives, and dirty fossil fuels are phased out; where communities sacrificed to the fossil fuel industry — from South Baltimore to Southwest Virginia and beyond — have the freedom to decide where their energy comes from and how it’s used; and where we’ve kept the increase in the global average temperature below 1.5 degrees Celsius, protecting the most vulnerable communities in our region and the world from the worst impacts of climate change. More specifically, we are working to expand, deepen, and diversify our base of supporters and the coalitions with which we collaborate. We aim to educate individuals and lawmakers about policies and programs that help us:

1. Stop new fossil fuel projects in their tracks;
2. Put our region on an equitable path to cut emissions through means such as renewable energy, energy efficiency, and transportation reform;
3. Continually broaden and deepen the movement of people calling for ambitious solutions to the climate crisis.

What are the organization’s key strategies for making this happen?

To achieve our goals we’re finding innovative ways to work with allies for a swift and just transition to a clean energy future that benefits everyone. We work side-by-side with local community groups right here in our region to make the case to our leaders that we can—and must—cut climate pollution in half by 2030. Together, we take on our region’s biggest polluters, including fighting an unpopular wave of new fossil fuel projects to ensure we keep fossil fuels in the ground. Just as importantly, we work to incentivize our economy’s shift to clean sources of energy, such as wind and solar power. Together, we attack the systemic problems that got us here in the first place—including the fossil fuel industry’s stronghold on our political process. As we move forward, we will continue to grow our base of supporters, utilize our online list to take action, and develop more on-the-ground leaders. We are also working to expand our coalition to non-traditional allies to ensure that our campaigns are community-led and long-lasting. Over the next several years, we will be working to stop new natural gas pipelines proposed in the region. We will also educate our lawmakers on policies that will bring 100% clean energy, reliable jobs, and environmental justice to the region.

What are the organization’s capabilities for doing this?

CCAN considers our biggest and best resources to be the talented organizers and policy advocates we employ, the activists they mobilize, and the decision-makers who are inspired by our efforts and take bold actions for the climate.

CCAN has six grassroots organizers dispersed across the region, and policy advocates leading in Maryland, Virginia, and Capitol Hill. We have over 70,000 supporters on our email list and hundreds who take action through each of our campaigns. We have a central leadership team with over 30 years of collective experience who provide visionary direction along with nuts-and-bolts support. And, we have a committed and talented communications team of two to ensure our work is amplified across all channels of media. Decision-makers in the region take note of our strength and often follow our lead toward solutions-oriented climate policies. We work in partnership with frontline communities impacted by the changing climate as well as professional environmental groups in the region for nearly all of our efforts. These partnerships, coalitions, and networks are critical to seeing success in our region. They also ensure a diversity of voices are heard by our leaders and elected officials. Additionally, CCAN’s budget is strong and diverse. We are actively working to increase the percentage of our budget from individuals to reach an even more stable source of funding. We also have regional grantmakers who are extremely committed to CCAN and our work.

What have and haven’t they accomplished so far?

To achieve our goals we’re finding innovative ways to work with allies for a swift and just transition to a clean energy future that benefits everyone. We work side-by-side with local community groups right here in our region to make the case to our leaders that we can—and must—cut climate pollution in half by 2030. Together, we take on our region’s biggest polluters, including fighting an unpopular wave of new fossil fuel projects to ensure we keep fossil fuels in the ground. Just as importantly, we work to incentivize our economy’s shift to clean sources of energy, such as wind and solar power. Together, we attack the systemic problems that got us here in the first place—including the fossil fuel industry’s stronghold on our political process. As we move forward, we will continue to grow our base of supporters, utilize our online list to take action, and develop more on-the-ground leaders. We are also working to expand our coalition to non-traditional allies to ensure that our campaigns are community-led and long-lasting. Over the next several years, we will be working to stop new natural gas pipelines proposed in the region. We will also educate our lawmakers on policies that will bring 100% clean energy, reliable jobs, and environmental justice to the region.

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In Washington, DC, CCAN played a key leadership role in the DC Climate coalition to pass the Clean Energy DC Omnibus Amendment Act. The law transitions the District to 100% clean renewable energy by 2032, while investing in energy efficiency, creating groundbreaking building standards, and funding local programs to help low-income residents and make the city a sustainable place to live.

In Maryland, we've made great strides toward the clean energy future we envision. Since 2017, we've banned fracking across the state, passed legislation in Baltimore to put an end to new crude-oil train terminals, passed the 2019 Clean Energy Jobs Act which will create more than 20,000 jobs and increase the state Renewable Portfolio Standard to 50% by 2030, and put us on the path to 100% by 2040, and we have been working to reduce state house greenhouse gas emissions while also carrying out our “No New Fossil Fuels” campaign.

In Virginia, we have persistently organized to loosen Dominion’s stranglehold on the state’s legislature and put an end to reckless fossil fuel projects across the state. Since 2017, federal courts have thrown out multiple permits for the Atlantic Coast (ACP) and Mountain Valley (MVP) pipelines, and in 2020 we succeeded when the ACP was halted. Our legal and grassroots actions against new fossil fuel infrastructure have halted and/or delayed the construction of numerous projects over the years. Additionally, over the past couple of years, CCAN and partners successfully advocated for 60% clean electricity by 2036 and to determine the best way to get to 100% shortly after, and to put in place standards to make it easier to purchase electric vehicles.

On Capitol Hill, we are taking our nearly two decades of experience successfully advocating at the state level and mobilizing our grassroots support to promote federal action toward 100% clean electricity.
Financials

**Financials QUICK VIEW**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total revenue, gains, and other support per audited financial statements</td>
<td>$2,002,699</td>
</tr>
<tr>
<td>Total expenses and losses per audited financial statements</td>
<td>$2,269,939</td>
</tr>
<tr>
<td>Surpluses in last 5 years</td>
<td>3</td>
</tr>
<tr>
<td>Negative Net Assets in past 5 years</td>
<td>0</td>
</tr>
</tbody>
</table>

**FISCAL YEAR START:** 07/01
**FISCAL YEAR END:** 06/30

- Financials audited by an independent accountant

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**Financial Trends Analysis**

**Business Model Indicators**

<table>
<thead>
<tr>
<th>Profitability</th>
<th>2017</th>
<th>2018</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted surplus (deficit) before depreciation</td>
<td>$140,912</td>
<td>$115,753</td>
<td>$207,774</td>
<td>$585,992</td>
<td>-$67,903</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td>10.5%</td>
<td>8.1%</td>
<td>11.7%</td>
<td>37.1%</td>
<td>-3.0%</td>
</tr>
<tr>
<td>Unrestricted surplus (deficit) after depreciation</td>
<td>$135,386</td>
<td>$110,652</td>
<td>$207,774</td>
<td>$585,992</td>
<td>-$68,133</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td>10.0%</td>
<td>7.7%</td>
<td>11.7%</td>
<td>37.1%</td>
<td>-3.0%</td>
</tr>
</tbody>
</table>

**Revenue Composition**

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2018</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total revenue (unrestricted &amp; restricted)</td>
<td>$1,208,048</td>
<td>$1,690,091</td>
<td>$2,497,274</td>
<td>$2,207,802</td>
<td>$2,158,684</td>
</tr>
<tr>
<td>Total revenue, % change over prior year</td>
<td>-21.6%</td>
<td>39.9%</td>
<td>0.0%</td>
<td>-11.6%</td>
<td>-2.2%</td>
</tr>
<tr>
<td>Program services revenue</td>
<td>0.0%</td>
<td>6.9%</td>
<td>8.9%</td>
<td>12.0%</td>
<td>19.6%</td>
</tr>
<tr>
<td>Membership dues</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Investment income</td>
<td>0.3%</td>
<td>0.4%</td>
<td>0.3%</td>
<td>0.3%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Government grants</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>7.9%</td>
<td>0.0%</td>
</tr>
<tr>
<td>All other grants and contributions</td>
<td>99.4%</td>
<td>91.2%</td>
<td>90.2%</td>
<td>77.5%</td>
<td>79.5%</td>
</tr>
<tr>
<td>Other revenue</td>
<td>0.3%</td>
<td>1.4%</td>
<td>0.6%</td>
<td>2.3%</td>
<td>0.6%</td>
</tr>
</tbody>
</table>

**Expense Composition**

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2018</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total expenses before depreciation</td>
<td>$1,345,433</td>
<td>$1,427,298</td>
<td>$1,775,700</td>
<td>$1,581,328</td>
<td>$2,275,677</td>
</tr>
<tr>
<td>Total expenses, % change over prior year</td>
<td>3.0%</td>
<td>6.1%</td>
<td>0.0%</td>
<td>-10.9%</td>
<td>43.9%</td>
</tr>
<tr>
<td>Personnel</td>
<td>66.3%</td>
<td>67.9%</td>
<td>58.4%</td>
<td>81.9%</td>
<td>81.1%</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>3.4%</td>
<td>2.9%</td>
<td>1.0%</td>
<td>0.8%</td>
<td>6.1%</td>
</tr>
<tr>
<td>Occupancy</td>
<td>7.1%</td>
<td>6.9%</td>
<td>6.0%</td>
<td>6.0%</td>
<td>4.6%</td>
</tr>
<tr>
<td>Interest</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Pass-Through</td>
<td>0.0%</td>
<td>4.2%</td>
<td>9.1%</td>
<td>0.0%</td>
<td>0.2%</td>
</tr>
<tr>
<td>All other expenses</td>
<td>23.1%</td>
<td>18.0%</td>
<td>25.6%</td>
<td>11.3%</td>
<td>8.0%</td>
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</table>
### Financial Trends Analysis, continued

#### Moving Toward Full Cost Coverage

<table>
<thead>
<tr>
<th>Full Cost Components (estimated)</th>
<th>2017</th>
<th>2018</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenses (after depreciation)</td>
<td>$1,350,959</td>
<td>$1,432,399</td>
<td>$1,775,700</td>
<td>$1,581,328</td>
<td>$2,275,907</td>
</tr>
<tr>
<td>One Month of Savings</td>
<td>$112,119</td>
<td>$118,942</td>
<td>$147,975</td>
<td>$131,777</td>
<td>$189,640</td>
</tr>
<tr>
<td>Debt Principal Repayment</td>
<td>$6,290</td>
<td>$0</td>
<td>$0</td>
<td>$174,856</td>
<td>$0</td>
</tr>
<tr>
<td>Fixed Asset Additions</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$6,910</td>
</tr>
<tr>
<td>Total Full Costs (estimated)</td>
<td>$1,469,368</td>
<td>$1,551,341</td>
<td>$1,923,675</td>
<td>$1,887,961</td>
<td>$2,472,457</td>
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</tbody>
</table>

#### Capital Structure Indicators

##### Liquidity

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Months of cash</td>
<td>4.0</td>
<td>4.2</td>
<td>10.2</td>
<td>13.1</td>
<td>8.4</td>
</tr>
<tr>
<td>Months of cash and investments</td>
<td>6.4</td>
<td>6.9</td>
<td>12.9</td>
<td>17.6</td>
<td>10.9</td>
</tr>
<tr>
<td>Months of estimated liquid unrestricted net assets</td>
<td>3.9</td>
<td>4.7</td>
<td>7.8</td>
<td>13.2</td>
<td>8.8</td>
</tr>
</tbody>
</table>

##### Balance Sheet Composition

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$444,383</td>
<td>$503,307</td>
<td>$1,504,326</td>
<td>$1,724,042</td>
<td>$1,598,904</td>
</tr>
<tr>
<td>Investments</td>
<td>$278,410</td>
<td>$321,342</td>
<td>$400,092</td>
<td>$600,637</td>
<td>$464,459</td>
</tr>
<tr>
<td>Receivables</td>
<td>$30,000</td>
<td>$176,972</td>
<td>$304,130</td>
<td>$459,729</td>
<td>$424,139</td>
</tr>
<tr>
<td>Gross land, buildings, and equipment (LBE)</td>
<td>$28,731</td>
<td>$28,731</td>
<td>$28,731</td>
<td>$28,731</td>
<td>$31,642</td>
</tr>
<tr>
<td>Accumulated depreciation (% of LBE)</td>
<td>70.2%</td>
<td>87.9%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>78.9%</td>
</tr>
<tr>
<td>Liabilities (as % of assets)</td>
<td>6.7%</td>
<td>3.2%</td>
<td>10.6%</td>
<td>1.7%</td>
<td>2.7%</td>
</tr>
<tr>
<td>Unrestricted net assets</td>
<td>$446,284</td>
<td>$556,936</td>
<td>$1,159,350</td>
<td>$1,745,342</td>
<td>$1,677,209</td>
</tr>
<tr>
<td>Temporarily restricted net assets</td>
<td>$274,259</td>
<td>$435,029</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Permanently restricted net assets</td>
<td>$0</td>
<td>$0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Total restricted net assets</td>
<td>$274,259</td>
<td>$435,029</td>
<td>$823,678</td>
<td>$1,007,838</td>
<td>$808,731</td>
</tr>
<tr>
<td>Total net assets</td>
<td>$720,543</td>
<td>$991,965</td>
<td>$1,983,028</td>
<td>$2,753,180</td>
<td>$2,485,940</td>
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#### Key Data Checks

<table>
<thead>
<tr>
<th>Material Data Errors</th>
<th>2017</th>
<th>2018</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
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</thead>
<tbody>
<tr>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>

Note: This issue is relevant to a small number of organizations: The nonprofit subject(s) of this report may have affiliates. The Form 990 data may not include information about any or all potential affiliates. If an organization does have affiliates and these affiliates have substantial financial activity, the financial data in this report may not present a comprehensive picture of the nonprofit's financial condition. Please consult the 990s of any potentially related affiliates for additional information.

- [Formulas for key metrics](#)
- [Key Revenue & Expense Data from Form 990](#)
- [Key Balance Sheet Data from Form 990](#)
Operations

Source: Self-Reported by Organization, February 2023

EXECUTIVE DIRECTOR

Mike Tidwell

Mike Tidwell is founder and director of the Chesapeake Climate Action Network, a grassroots nonprofit organization dedicated to raising awareness about the impacts and solutions associated with global warming in Maryland, Virginia, and Washington, D.C. He is also an author and filmmaker who predicted in vivid detail the Katrina hurricane disaster in his 2003 book Bayou Farewell: The Rich Life and Tragic Death of Louisiana’s Cajun Coast. His most recent book, focusing on Katrina and global warming, is titled The Ravaging Tide: Strange Weather, Future Katrinas, and the Race to Save America’s Coastal Cities. His 2004 documentary film, We Are All Smith Islanders, vividly depicts the dangers of global warming in Maryland, Virginia, and D.C. A long-time resident of Maryland, Tidwell lives in Takoma Park with his wife Beth and son Sasha.
### OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

**FISCAL YEAR 2022**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Terry Ellen</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Charles Garlow</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Andres Jimenez</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Jessica Sims</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Monique Sullivan</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Lise Van Susteren</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
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<tr>
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<tr>
<td>Dave Goodrich</td>
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</tr>
<tr>
<td>Sat Jiwan Ikle-Khalsa</td>
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<tr>
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<td>Ted Rouse</td>
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</table>
### OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

**FISCAL YEAR 2021**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lise Van Susteren</td>
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<td>$0</td>
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</tr>
<tr>
<td>Sat Jiwan Ikle-Khalsa</td>
<td>Board Vice President</td>
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<td>$0</td>
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</tr>
<tr>
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<td>$0</td>
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<tr>
<td>Ted Rouse</td>
<td>Secretary</td>
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</tr>
<tr>
<td>Rev Terry Ellen</td>
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<tr>
<td>Rev Lennox Yearwood</td>
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<td>$0</td>
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</tr>
<tr>
<td>David Goodrich</td>
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</tr>
<tr>
<td>Monique Sullivan</td>
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<td>Charlie Garlow</td>
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</tr>
<tr>
<td>Andres Jimenez</td>
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### OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

#### FISCAL YEAR 2020

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
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</tr>
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<tr>
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<td>$0</td>
</tr>
<tr>
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</tr>
<tr>
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</tr>
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<tr>
<td>Karen Leu</td>
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</table>
### OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

#### FISCAL YEAR 2018

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<thead>
<tr>
<th>Name</th>
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</thead>
<tbody>
<tr>
<td>Lise Van Susteren</td>
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<td>$0</td>
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<tr>
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<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Jonathan Pearson</td>
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<tr>
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</tr>
<tr>
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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
### FISCAL YEAR 2017

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<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
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<tr>
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</tr>
<tr>
<td>Sat Jiwan</td>
<td>Board Vice-Chair</td>
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<td>$0</td>
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<tr>
<td>Jonathan Pearson</td>
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<tr>
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<td>Terence Ellen</td>
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<td>April Moore</td>
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<td>Tony Noerpel</td>
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<td>Karen Leu</td>
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### HIGHEST PAID EMPLOYEES

**FISCAL YEAR 2022**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michael Tidwell</td>
<td>EXECUTIVE DIRECTOR</td>
<td>$123,000</td>
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**FISCAL YEAR 2021**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
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</thead>
<tbody>
<tr>
<td>Michael Tidwell</td>
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**FISCAL YEAR 2020**

<table>
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<th>Title</th>
<th>Compensation</th>
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<tbody>
<tr>
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### HIGHEST PAID EMPLOYEES

**FISCAL YEAR 2018**

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<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
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<tbody>
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### HIGHEST PAID EMPLOYEES

**FISCAL YEAR 2017**

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<tr>
<th>Name</th>
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</thead>
<tbody>
<tr>
<td>Michael Tidwell</td>
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<td>$102,420</td>
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### Paid Preparers

**FISCAL YEAR 2022**

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lane &amp; Company CPAs</td>
<td>52-1738520</td>
<td>5335 Wisconsin Ave NW Ste 440, Washington DC 20015 USA</td>
<td>202-617-2615</td>
</tr>
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</table>

### Paid Preparers

**FISCAL YEAR 2021**

<table>
<thead>
<tr>
<th>Firm Name</th>
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<th>Firm Phone</th>
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</thead>
<tbody>
<tr>
<td>Rufus Ingram PA</td>
<td>6205</td>
<td>6205 Park Heights Ave, Baltimore MD 21215 USA</td>
<td>410-358-3538</td>
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</tbody>
</table>

### Paid Preparers

**FISCAL YEAR 2020**

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
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<tbody>
<tr>
<td>Rufus Ingram PA</td>
<td>6205</td>
<td>6205 Park Heights Avenue, Baltimore MD 21215 USA</td>
<td>410-358-3538</td>
</tr>
</tbody>
</table>
# BOARD LEADERSHIP PRACTICES

GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

<table>
<thead>
<tr>
<th>BOARD ORIENTATION &amp; EDUCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CEO OVERSIGHT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has the board conducted a formal, written assessment of the chief executive within the past year?</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ETHICS &amp; TRANSPARENCY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>BOARD COMPOSITION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>BOARD PERFORMANCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has the board conducted a formal, written self-assessment of its performance within the past three years?</td>
</tr>
</tbody>
</table>
Organizational Demographics

Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

*The organization’s leader identifies as:

*No data*

Race & Ethnicity

*No data*

Gender Identity

*No data*

Sexual Orientation

*No data*

Disability

*No data.*
Equity Strategies  Last Updated: 04/30/2021

Candid partnered with Equity in the Center - a project that works to shift mindsets, practices, and systems within the social sector to increase racial equity - to create this section. Learn More

Data

✓ We review compensation data across the organization (and by staff levels) to identify disparities by race.

✓ We ask team members to identify racial disparities in their programs and/or portfolios.

✓ We disaggregate data to adjust programming goals to keep pace with changing needs of the communities we support.

✓ We have long-term strategic plans and measurable goals for creating a culture such that one's race identity has no influence on how they fare within the organization.

Policies and processes

✓ We use a vetting process to identify vendors and partners that share our commitment to race equity.

✓ We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.

✓ We have community representation at the board level, either on the board itself or through a community advisory board.

✓ We help senior leadership understand how to be inclusive leaders with learning approaches that emphasize reflection, iteration, and adaptability.

✓ We engage everyone, from the board to staff levels of the organization, in race equity work and ensure that individuals understand their roles in creating culture such that one's race identity has no influence on how they fare within the organization.
Appendix

Key Documents

IRS Forms 990
- 2022 990
- 2021 990
- 2020 990
- 2019 990
- 2018 990

IRS Forms 990T
- Not Available

Audited Financial Statements
- 2021 Audited Financial Statement

Key Organization Documents
- Letter of Determination
- 2020 Annual Report
- Key Revenue & Expense Data from Form 990
- Key Balance Sheet Data from Form 990
CHESAPEAKE CLIMATE ACTION NETWORK

Aka CCAN
P.O. Box 11138
Takoma Park, MD 20913

✓ Foundation Status Code: PC*
✓ Public charity described in section 509(a)(1) or (2)

IRSA Publication 78 Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Location</th>
<th>Most recent IRS Publication 78</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chesapeake Climate Action Network</td>
<td>Takoma Park, MD</td>
<td>November 2023</td>
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</table>

<table>
<thead>
<tr>
<th>EIN</th>
<th>Deductibility status description</th>
<th>Verified with most recent Internal Revenue Bulletin</th>
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</thead>
<tbody>
<tr>
<td>11-3644283</td>
<td>A public charity (50% deductibility limitation).</td>
<td>December 04, 2023</td>
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</table>

IRSB Business Master File Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Most recent IRS BMF</th>
<th>Reason for Non-Private Foundation Status</th>
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</thead>
<tbody>
<tr>
<td>CHESAPEAKE CLIMATE ACTION NETWORK</td>
<td>November 13 2023</td>
<td>Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EIN</th>
<th>IRS subsection</th>
<th>Ruling date</th>
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</thead>
<tbody>
<tr>
<td>11-3644283</td>
<td>501(c)(3) Public Charity</td>
<td>06/2004</td>
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</table>

This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.

On September 8, 2011, the IRS issued regulations which eliminated the advance ruling process for a section 501(c)(3) organization. Learn more

* The Foundation Status Code is the code that foundations are required to provide for each grantee annually on part XV of Form 990PF. Note that this code cannot be derived in some cases (e.g., supporting organizations for which 'type' can't be determined).

IRS Revenue Procedure 2011-33 allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee’s public charity classification under section 509(a) (1), (2) or (3).

GuideStar Charity Check Data Sources

- GuideStar acquires all IRS data directly from the Internal Revenue Service.

- The IRS Publication 78 (Cumulative List of Organizations) lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.

- The IRS Internal Revenue Bulletin (IRB) lists changes in charitable status since the last Publication 78 release. Between the release of IRS Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.

- The IRS Business Master File lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.

- The IRS Automatic Revocation of Exemption List contains organizations that have had their federal tax-exempt status automatically revoked for failing to file an annual return or notice with the IRS for three consecutive years.

- The Foundation Status Code is a value derived by mapping the codes found on the 990PF filing instructions to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.

- The Office of Foreign Assets Control (OFAC) Specially Designated Nationals (SDN) list contains organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers. Their assets are blocked and U.S. persons are generally prohibited from dealing with them.

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