



The Wetlands Institute

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EIN: 23-7046783
Report Generated on: 03/28/2024

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The Wetlands Institute

aka The Wetlands Institute
Stone Harbor, NJ
<http://www.wetlandsinstitute.org>
(609)368-1211

[View GuideStar Profile](#)



MISSION

The Wetlands Institute’s mission is to promote appreciation, understanding and stewardship of wetlands and coastal ecosystems through programs in research, education and conservation. Annually, the Institute educates over 20,000 visitors, and 12,000 school aged children in formal education programs. Founded in 1969 by the late Herbert H. Mills, The Wetlands Institute has pioneered a number of research, education and conservation programs about wetlands and coastal ecosystems, and worked with numerous regional, national and international organizations to foster stewardship of these resources worldwide.

EIN

23-7046783

RULING YEAR

1969

IRS SUBSECTION

501(c)(3) Public Charity

FOUNDING YEAR

1969

MAIN ADDRESS

1075 Stone Harbor Blvd
Stone Harbor, NJ
08247

AFFILIATION TYPE

Independent Organization

CONTACT

Lenore Tedesco
(609) 368-1211
development@wetlandsinstitute.org

EXECUTIVE DIRECTOR

Lenore Tedesco

BOARD CHAIR

Deborah Hays

SUBJECT AREA

Climate change

Oceans and coastal waters

Wetlands

Wildlife biodiversity

Environmental education

NTEE Code

Natural Resource Conservation and Protection (C30)

Environmental Education and Outdoor Survival Programs (C60)

Wildlife Preservation/Protection (D30)

PROGRAMS

1. Environmental Education

Population(s) served:Children and youth, Families

2. Traveling Environmental Education Program

Population(s) served:Children and youth, Students

3. Science Education at Sea (SEAS) Program

Population(s) served:Students, Adolescents

4. Coastal Conservation Research Program

Population(s) served:Students

POPULATIONS SERVED

1. Children and youth

2. Adults

3. LGBTQ people

4. Heterosexuals

5. Women and girls

6. Men and boys

7. Families

8. Parents

9. Widows and widowers

10. Non-adult children

11. Academics

COMPLIANCE

- ✓ IRS Pub 78 Verified as of March 2024
- ✓ IRS BMF 509(a) (1) as of March 12, 2024
- ✓ 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?
- 20 Number of Independent Board Members

Programs & Results

PROGRAMS

Source: Self-Reported by Organization, March 2024

Environmental Education

Population(s) Served:

Children and youth (0-19 years)
Families

The Wetlands Institute accomplishes its mission of education through a multi-faceted approach. Over 12,000 children visit from schools in New Jersey and neighboring states in the spring and fall. Distance-learning programs provide an opportunity to interact with students around the country while local schools are visited with hands-on programs. During the summer season, nature classes reach children in grades pre-K through 6. Our Junior Naturalist and Intern-for-a-Week programs give senior high students a chance to gain personal insight into the world of the field biologist and the environmental educator. Visitors to the Institute are shown a short film "Secrets of the Salt Marsh" followed by a visit to exhibits and aquarium that reveal those secrets. A guide takes visitors on a "salt marsh safari" on the marsh and pier extending over a salt water channel.

Traveling Environmental Education Program

Population(s) Served:

Children and youth (0-19 years)
Students

Our professional staff travel to schools and conduct exciting live animal presentations including topics such as Sea Creatures with Amazing Feature, Traveling Turtles, Plankton: Bugs of the Sea, Aquatic Adaptations and Saltwater Gene Pools.

Science Education at Sea (SEAS)

Program

Population(s) Served:

Students
Adolescents (13-19 years)

The Science Education at Sea (SEAS) program is conducted entirely on a boat! This program sails out of Cape May/Wildwood or Sandy Hook and educational activities aboard the vessel cover a broad range of subject areas including plankton, specimen collection, animal handling, horseshoe crabs and dolphins or crabbing.

Coastal Conservation Research Program

Population(s) Served:

Students

10 week summer internship program for undergraduates. Interns work closely with research scientists at The Wetlands Institute on a wide variety of research and conservation projects. Since 1989, over 200 college and university students from more than 100 academic institutions have participated in the program. Program focal points include:

- Diamondback Terrapin Research and Conservation
- Surveys of Breeding Birds in Coastal Habitats
- Delaware Bay Horseshoe Crab Research and Conservation
- Wetland Condition Monitoring in the Coastal Salt Marshes

Financials

FISCAL YEAR START: 01/01
FISCAL YEAR END: 12/31
✓ Financials audited by an independent accountant

FINANCIALS QUICK VIEW

Total revenue, gains, and other support per audited financial statements	\$1,122,149
Total expenses and losses per audited financial statements	\$2,052,095
Surpluses in last 5 years	5
Negative Net Assets in past 5 years	0

Financial Trends Analysis

Business Model Indicators

Created in Partnership with



Profitability	2018	2019	2020	2021	2022
Unrestricted surplus (deficit) before depreciation	\$383,061	\$788,265	\$595,599	\$686,452	-\$343,520
As a % of expenses	27.5%	50.9%	41.6%	42.3%	-18.3%
Unrestricted surplus (deficit) after depreciation	\$278,319	\$685,274	\$492,417	\$594,583	-\$437,424
As a % of expenses	18.6%	41.5%	32.0%	34.6%	-22.2%
Revenue Composition					
Total revenue (unrestricted & restricted)	\$2,591,995	\$2,925,414	\$2,057,710	\$2,379,376	\$1,987,477
Total revenue, % change over prior year	73.4%	12.9%	-29.7%	15.6%	-16.5%
Program services revenue	20.9%	19.4%	11.0%	15.9%	24.2%
Membership dues	3.0%	2.8%	3.9%	3.9%	4.5%
Investment income	1.3%	3.0%	4.0%	5.4%	5.3%
Government grants	2.1%	4.4%	18.2%	15.7%	2.6%
All other grants and contributions	69.9%	66.2%	58.8%	50.6%	62.4%
Other revenue	2.7%	4.2%	4.2%	8.5%	1.0%
Expense Composition					
Total expenses before depreciation	\$1,390,968	\$1,549,620	\$1,433,342	\$1,624,485	\$1,875,379
Total expenses, % change over prior year	7.4%	11.4%	-7.5%	13.3%	15.4%
Personnel	69.5%	71.3%	74.2%	72.4%	74.9%
Professional Fees	7.6%	5.5%	5.2%	5.2%	5.1%
Occupancy	4.4%	3.8%	5.7%	5.1%	4.9%
Interest	2.8%	2.5%	2.5%	1.7%	1.3%
Pass-Through	0.0%	0.0%	0.0%	0.0%	0.0%
All other expenses	15.8%	16.9%	12.4%	15.5%	13.8%

Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

Full Cost Components (estimated)	2018	2019	2020	2021	2022
Total Expenses (after depreciation)	\$1,495,710	\$1,652,611	\$1,536,524	\$1,716,354	\$1,969,283
One Month of Savings	\$115,914	\$129,135	\$119,445	\$135,374	\$156,282
Debt Principal Repayment	\$0	\$72,159	\$23,674	\$27,878	\$0
Fixed Asset Additions	\$0	\$0	\$0	\$0	\$474,392
Total Full Costs (estimated)	\$1,611,624	\$1,853,905	\$1,679,643	\$1,879,606	\$2,599,957

Capital Structure Indicators

Liquidity					
Months of cash	1.7	0.7	1.1	3.0	1.4
Months of cash and investments	18.2	29.4	38.9	42.9	29.9
Months of estimated liquid unrestricted net assets	10.4	14.5	20.4	22.8	16.1
Balance Sheet Composition					
Cash	\$192,291	\$96,792	\$135,108	\$411,166	\$213,956
Investments	\$1,915,481	\$3,695,648	\$4,510,826	\$5,395,696	\$4,452,465
Receivables	\$33,783	\$36,713	\$48,445	\$24,189	\$61,777
Gross land, buildings, and equipment (LBE)	\$2,986,778	\$3,038,829	\$3,043,858	\$3,058,108	\$3,532,500
Accumulated depreciation (% of LBE)	56.6%	59.0%	62.3%	65.0%	58.9%
Liabilities (as % of assets)	28.5%	19.0%	14.6%	12.1%	17.3%
Unrestricted net assets	\$1,641,959	\$2,327,233	\$2,819,650	\$3,414,233	\$2,976,809
Temporarily restricted net assets	\$725,159	N/A	N/A	N/A	N/A
Permanently restricted net assets	\$122,719	N/A	N/A	N/A	N/A
Total restricted net assets	\$847,878	\$1,813,326	\$2,191,249	\$2,672,568	\$2,180,046
Total net assets	\$2,489,837	\$4,140,559	\$5,010,899	\$6,086,801	\$5,156,855

Key Data Checks

Material Data Errors	2018	2019	2020	2021	2022
	No	No	No	No	No

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, March 2024

EXECUTIVE DIRECTOR

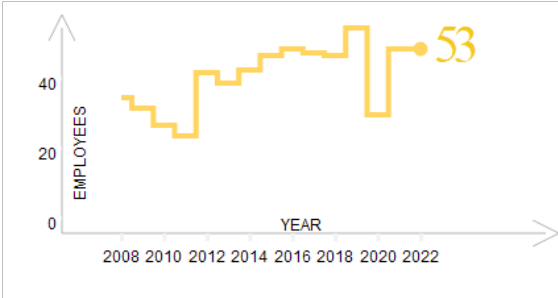
Lenore P Tedesco Ph.D.

[LinkedIn profile](#)

As the Executive Director, Lenore is responsible for leadership of The Wetlands Institute. She is developing an expanded vision of the Institute and implementing its mission with the staff and board. Lenore is responsible for the development of research, conservation and education programs, Institute public relations and fundraising. She works with the board, staff, and community to sustain a group of year-round volunteers, and promoting special events. Dr. Tedesco will continue to announce new initiatives and partnerships as The Wetlands Institute enters its next phase of growth and development.

NUMBER OF EMPLOYEES

Source: IRS Form 990



BOARD CHAIR

Deborah Hays

Archer & Greiner

BOARD CO-CHAIR

James Donohue

White and Williams, LLP, retired

BOARD MEMBERS

- John Flynn
- Henry Schellenger
- Amy Welsh
- William Wermuth
- Francis White III
- Timothy Clay, D.M.D
- William Hankowsky
- Margaret McAllister
- John Millar
- Jean (Jeannie) Morris
- Jon Tullis
- Annie Ulichney
- Jeffrey Alderton

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2022

Name	Title	Compensation	Other	Related
Lenore Tedesco	EXECUTIVE DI	\$174,088	\$0	\$0
Welsh Amy	TRUSTEE	\$0	\$0	\$0
Hankowsky Bill	TRUSTEE	\$0	\$0	\$0
Hays Deborah	CHAIRMAN	\$0	\$0	\$0
Rothman Donna	TRUSTEE	\$0	\$0	\$0
Schellenger Henry	TREASURER	\$0	\$0	\$0
White Iii Francis J	TRUSTEE	\$0	\$0	\$0
Donohue James	VICE CHAIR	\$0	\$0	\$0
Rakestraw Jane	TRUSTEE	\$0	\$0	\$0
Morris Jean	TRUSTEE	\$0	\$0	\$0
Alderton Jeffrey	TRUSTEE	\$0	\$0	\$0
Cuthbert John	TRUSTEE	\$0	\$0	\$0
Flynn John	SECRETARY	\$0	\$0	\$0
Millar John	TRUSTEE	\$0	\$0	\$0
Tullis Jon	TRUSTEE	\$0	\$0	\$0
Mcallister Margaret	TRUSTEE	\$0	\$0	\$0
Burke Iii Raymond	TRUSTEE	\$0	\$0	\$0
Devries Roberta	TRUSTEE	\$0	\$0	\$0
Clay Timothy	TRUSTEE	\$0	\$0	\$0
Renneisen G Wayne	TRUSTEE	\$0	\$0	\$0
Wermuth Will	TRUSTEE	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2021

Name	Title	Compensation	Other	Related
Welsh Amy	TRUSTEE	\$0	\$0	\$0
Hankowsky Bill	TRUSTEE	\$0	\$0	\$0
Hays Deborah	CHAIRMAN	\$0	\$0	\$0
Rothman Donna	TRUSTEE	\$0	\$0	\$0
Schellenger Henry	TREASURER	\$0	\$0	\$0
White Iii Francis J	TRUSTEE	\$0	\$0	\$0
Donohue James	VICE CHAIR	\$0	\$0	\$0
Rakestraw Jane	TRUSTEE	\$0	\$0	\$0
Morris Jean	TRUSTEE	\$0	\$0	\$0
Alderton Jeffrey	CHAIR GOVERN	\$0	\$0	\$0
Cuthbert John	TRUSTEE	\$0	\$0	\$0
Flynn John	SECRETARY	\$0	\$0	\$0
Millar John	TRUSTEE	\$0	\$0	\$0
Tullis Jon	TRUSTEE	\$0	\$0	\$0
Mcallister Margaret	TRUSTEE	\$0	\$0	\$0
Burke Raymond	TRUSTEE	\$0	\$0	\$0
Devries Roberta	TRUSTEE	\$0	\$0	\$0
Clay Timothy	TRUSTEE	\$0	\$0	\$0
Renneisen G Wayne	TRUSTEE	\$0	\$0	\$0
Wermuth Will	TRUSTEE	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2020

Name	Title	Compensation	Other	Related
Welsh Amy	TRUSTEE	\$0	\$0	\$0
Hays Deborah	CHAIRMAN	\$0	\$0	\$0
Rothman Donna	TRUSTEE	\$0	\$0	\$0
Schellenger Henry	TRUSTEE	\$0	\$0	\$0
Donohue James	TRUSTEE	\$0	\$0	\$0
Rakestraw Jane	VICE CHAIR	\$0	\$0	\$0
Alderton Jeffrey	TRUSTEE	\$0	\$0	\$0
Cuthbert John	TRUSTEE	\$0	\$0	\$0
Flynn John	SECRETARY	\$0	\$0	\$0
Hamilton Lois	TRUSTEE	\$0	\$0	\$0
Millar Mary	TRUSTEE	\$0	\$0	\$0
Craig Michael	TRUSTEE	\$0	\$0	\$0
Burke Raymond	TRUSTEE	\$0	\$0	\$0
Rich Robert	TREASURER	\$0	\$0	\$0
Devries Roberta	TRUSTEE	\$0	\$0	\$0
Clay Timothy	TRUSTEE	\$0	\$0	\$0
Luing Trisha	TRUSTEE	\$0	\$0	\$0
Renneisen G Wayne	TRUSTEE	\$0	\$0	\$0
Wermuth Will	TRUSTEE	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2019

Name	Title	Compensation	Other	Related
Welsh Amy	TRUSTEE	\$0	\$0	\$0
Hays Deborah	CHAIRMAN	\$0	\$0	\$0
Rothman Donna	TRUSTEE	\$0	\$0	\$0
Schellenger Henry	TRUSTEE	\$0	\$0	\$0
Donohue James	TRUSTEE	\$0	\$0	\$0
Rakestraw Jane	VICE CHAIR	\$0	\$0	\$0
Alderton Jeffrey	TRUSTEE	\$0	\$0	\$0
Cuthbert John	TRUSTEE	\$0	\$0	\$0
Flynn John	SECRETARY	\$0	\$0	\$0
Hamilton Lois	TRUSTEE	\$0	\$0	\$0
Millar Mary	TRUSTEE	\$0	\$0	\$0
Craig Michael	TRUSTEE	\$0	\$0	\$0
Burke Raymond	TRUSTEE	\$0	\$0	\$0
Rich Robert	TREASURER	\$0	\$0	\$0
Devries Roberta	TRUSTEE	\$0	\$0	\$0
Renneisen G Wayne	TRUSTEE	\$0	\$0	\$0
Wermuth Will	TRUSTEE	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2018

Name	Title	Compensation	Other	Related
Burke Raymond	TRUSTEE	\$0	\$0	\$0
Hays Deborah	CHAIRMAN	\$0	\$0	\$0
Ives-dewey Dorothy	SECRETARY	\$0	\$0	\$0
Rakestraw Jane	TRUSTEE	\$0	\$0	\$0
Alderton Jeffrey	TRUSTEE	\$0	\$0	\$0
Craig Michael	TRUSTEE	\$0	\$0	\$0
Cuthbert John	TRUSTEE	\$0	\$0	\$0
Devries Roberta	TRUSTEE	\$0	\$0	\$0
Donohue James	TRUSTEE	\$0	\$0	\$0
Flynn John	TRUSTEE	\$0	\$0	\$0
Hamilton Lois	TRUSTEE	\$0	\$0	\$0
Klem Daniel	TRUSTEE	\$0	\$0	\$0
Millar Mary	TRUSTEE	\$0	\$0	\$0
Renneisen G Wayne	TRUSTEE	\$0	\$0	\$0
Rich Robert	TREASURER	\$0	\$0	\$0
Schellenger Henry	TRUSTEE	\$0	\$0	\$0

HIGHEST PAID EMPLOYEES

FISCAL YEAR 2021

Name	Title	Compensation	Other	Related
Lenore Tedesco	EXECUTIVE DI	\$170,692	\$14,838	\$0

HIGHEST PAID EMPLOYEES

FISCAL YEAR 2020

Name	Title	Compensation	Other	Related
Lenore Tedesco	EXECUTIVE DI	\$175,547	\$22,105	\$0

HIGHEST PAID EMPLOYEES

FISCAL YEAR 2019

Name	Title	Compensation	Other	Related
Lenore Tedesco	EXECUTIVE DI	\$158,626	\$13,868	\$0

HIGHEST PAID EMPLOYEES

FISCAL YEAR 2018

Name	Title	Compensation	Other	Related
Lenore Tedesco	EXECUTIVE DI	\$148,735	\$6,524	\$0

Paid Preparers

FISCAL YEAR 2022

Firm Name	Firm EIN	Firm Address	Firm Phone
FITZPATRICK BONGIOVANNI & KELLY PC	22-3507266	PO BOX 942, MARMORA NJ 08223 USA	609-390-8855

Paid Preparers

FISCAL YEAR 2021

Firm Name	Firm EIN	Firm Address	Firm Phone
FITZPATRICK BONGIOVANNI & KELLY PC	223507266	PO BOX 942, MARMORA NJ 08223	6093908855

Paid Preparers

FISCAL YEAR 2020

Firm Name	Firm EIN	Firm Address	Firm Phone
FITZPATRICK BONGIOVANNI & KELLY PC	22-3507266	PO BOX 942, MARMORA NJ 08223 USA	609-390-8855

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.

BOARD ORIENTATION & EDUCATION

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?

Yes

CEO OVERSIGHT

Has the board conducted a formal, written assessment of the chief executive within the past year?

Yes

ETHICS & TRANSPARENCY

Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?

Yes

BOARD COMPOSITION

Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?

Yes

BOARD PERFORMANCE

Has the board conducted a formal, written self-assessment of its performance within the past three years?

Yes

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:

Race & Ethnicity	White/Caucasian/European
Gender Identity	Female
Sexual Orientation	Decline to state
Disability Status	Person without a disability

Race & Ethnicity

No data

Gender Identity

Transgender Identity

No data

Sexual Orientation

No data

Disability

No data.

Appendix

Key Documents

IRS Forms 990	2022 990
	2021 990
	2019 990
	2018 990
	2017 990
IRS Forms 990T	2018 990T
	2017 990T
	2016 990T
	2015 990T
	2014 990T
Audited Financial Statements	2022 Audited Financial Statement
	2021 Audited Financial Statement
	2017 Audited Financial Statement
Key Organization Documents	Letter of Determination
	'Key Revenue & Expense Data from Form 990'
	'Key Balance Sheet Data from Form 990'

The Wetlands Institute

Aka The Wetlands Institute

1075 Stone Harbor Blvd
Stone Harbor, NJ 08247

✓ Foundation Status Code: PC*

✓ Public charity described in section 509(a)(1) or (2)

IRS Publication 78 Details			IRS Pub 78 verified
Organization name	Location	Most recent IRS Publication 78	
Wetlands Institute	Stone Harbor, NJ	March 2024	
EIN	<u>Deductibility status description</u>	Verified with most recent Internal Revenue Bulletin	
23-7046783	A public charity (50% deductibility limitation).	March 25, 2024	

IRS Business Master File Details			IRS BMF	509(a)(1)
Organization name	Most recent IRS BMF	Reason for Non-Private Foundation Status		
WETLANDS INSTITUTE	March 12 2024	Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)		
EIN	IRS subsection	Ruling date		
23-7046783	This organization is a <u>501(c)(3) Public Charity</u>	12/1969		
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 <u>IRS Automatic Revocation of Exemption List</u> 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.
- <u>IRS Publication 78 (Cumulative List of Organizations)</u> lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.	-The Foundation Status Code is a value derived by mapping the codes found on the <u>990PF filing instructions</u> to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.
-The <u>IRS Internal Revenue Bulletin</u> (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 Office of Foreign Assets Control (OFAC) <u>Specially Designated Nationals (SDN) list</u> 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.
-The <u>IRS Business Master File</u> lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.	