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</table>
Dream.Org

aka Dream Justice, Dream Green For All, Dream Tech, fka Green For All fka Rebuild the Dream fka Dre...

Oakland, CA

http://dream.org/

(510)663-6500

MISSION

At Dream.org we close prison doors and open doors of opportunity into the green economy. We bring people together across racial, social, and partisan lines to create a future with freedom, dignity, and opportunity for all.

EIN

26-1140201

RULING YEAR

2009

IRS SUBSECTION

501(c)(3) Public Charity

MAIN ADDRESS

1630 San Pablo Ave  4th Floor
Oakland, CA
94612

AFFILIATION TYPE

Independent Organization

CONTACT

Nisha M Anand, Chief Executive Officer
(510) 213-0968
nisha@dream.org

CHIEF EXECUTIVE OFFICER

Nisha Anand

BOARD CHAIR

Nisha Anand

SUBJECT AREA

Environment

Employment

Social rights

Justice rights

Antidiscrimination

NTEE Code

Civil Rights, Advocacy for Specific Groups (R20)

Alliance/Advocacy Organizations (C01)

Employment Procurement Assistance and Job Training (J20)
PROGRAMS

1. Dream Green For All
   Population(s) served: Economically disadvantaged people, People of African descent, People of Latin American descent, Multiracial people

2. Dream Justice
   Population(s) served: Incarcerated people, Adults, People of African descent, People of Latin American descent, Multiracial people

3. Dream Tech
   Population(s) served: Economically disadvantaged people, People of African descent, People of Latin American descent, Adults, Unemployed people

POPULATIONS SERVED

1. People of African descent
2. People of Latin American descent
3. Economically disadvantaged people
4. Incarcerated people

COMPLIANCE

- IRS Pub 78 Verified as of June 2024
- IRS BMF 509(a) (1) as of June 10, 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?
- Number of Independent Board Members: 8
Programs & Results

PROGRAMS
Source: Self-Reported by Organization, April 2024

Dream Green For All

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

The Green For All program uplifts the voices of working class families and people of color in the climate movement. We work to ensure that, as the green economy grows, all communities will benefit from good jobs, better health, and increased opportunity. Confronting both poverty and pollution, we have successfully directed more than $55 billion in federal funding to green investments that have created climate resilience and wealth opportunities for the most impacted communities.

Together, we dream of a healthy, sustainable future that is green for all, not green for some.

Green For All was an independent organization founded by Van Jones before it merged with Dream Corps in 2014.

Dream Justice

Population(s) Served:
Incarcerated people and formerly incarcerated people

The Justice program brings together leaders impacted by the criminal justice system with unlikely allies spanning the political divide to push for bold and innovative criminal justice solutions. Our network of unlikely allies has built consensus for reform among Republicans and Democrats at the state and federal level. Our Dignity for Incarcerated Women campaign has improved living conditions for more than 30,000 women incarcerated in 14 states. We’ve spearheaded historic bipartisan federal reform legislation, including the First Step Act, that has brought more than 18,000 people home from behind bars.

Together, we create second chances and work to transform our criminal justice system.

This program was previously known as Dream Corps JUSTICE and #Cut50.

Dream Tech

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

The Tech program provides opportunities to underrepresented communities giving them the training and tools they need to become architects of the future. The Tech program works with major corporate partners to place talented people in high-paying careers. We support them with funding, training, and community to help diversify the technology industry.

Our recent tech cohort graduates now earn a $70,000+ starting salary, with an average salary increase of $30-40,000.

Together, we are creating a pipeline of diverse talent that will shift the culture of the tech sector.

This program was previously known as Dream Corps TECH and #YesWeCode.
RESULTS

Number of placements defined as full-time

This metric is no longer tracked.

<table>
<thead>
<tr>
<th>TOTALS BY YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
</tr>
<tr>
<td>2021</td>
</tr>
<tr>
<td>2020</td>
</tr>
<tr>
<td>2019</td>
</tr>
</tbody>
</table>

Population(s) Served: Minorities
Related program: Dream Tech
Notes: 96% of TECH cohort graduates are hired into paid, technology roles, which include benefits and pay family sustaining wages.

Number of employer partners offering jobs to clients

This metric is no longer tracked.

<table>
<thead>
<tr>
<th>TOTALS BY YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
</tr>
<tr>
<td>2021</td>
</tr>
<tr>
<td>2020</td>
</tr>
<tr>
<td>2019</td>
</tr>
</tbody>
</table>

Population(s) Served: Minorities
Related program: Dream Tech
Notes: Dream Corps TECH partners with employers to guarantee placement for cohort graduates.

Number of underserved communities who received technical assistance to support climate projects.

<table>
<thead>
<tr>
<th>TOTALS BY YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected
Related program:
Notes: Dream.Org helps underserved and marginalized communities compete for federal funding to support local climate projects.

Number of participants who gain employment

This metric is no longer tracked.

<table>
<thead>
<tr>
<th>TOTALS BY YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
</tr>
<tr>
<td>2021</td>
</tr>
<tr>
<td>2020</td>
</tr>
<tr>
<td>2019</td>
</tr>
</tbody>
</table>

Population(s) Served: Minorities
Related program: Dream Tech
Notes: 96% of TECH cohort graduates are hired into paid, technology roles, which include benefits and pay family sustaining wages.

Number of entrepreneurs participating in accelerator programming.

<table>
<thead>
<tr>
<th>TOTALS BY YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected
Related program:
Notes: Through the Climate Tech LaunchPad and Justice Innovation accelerators, Dream.Org helps remove financial and social barriers for BIPOC entrepreneurs.
CHARTING IMPACT

What is the organization aiming to accomplish?

Generations of systemic racism has taken a sledgehammer to the freedom, health, and wealth of Black and Brown Americans. Our three programs work in concert to undo this damage by closing prison doors and opening doors of opportunity:

Dream Corps JUSTICE is a bipartisan effort to transform justice across the country. Over the past six years, we have built partnerships, relationships, and credibility across party lines that have led to passing critical criminal justice reforms at the federal and state levels, while centering policy around formerly and currently incarcerated people and their families. We have spent the past six years cultivating our Empathy Network—a powerful body of advocates who serve as our eyes, ears, and boots on the ground. These partners, the majority of whom are people formerly incarcerated, help us shape and advance our policy agenda in step with the needs of their communities.

Dream Corps Green For All began with the dream that millions of Black and Brown youth would land in green jobs, not jails. Today, we fight for a world that is green for all, not green for some. We work at the intersection of the racial justice, economic, and environmental movements to advance solutions to poverty and pollution. Our society has over-invested in criminal justice and dirty fuels, and under-invested in communities of color. Environmental racism means these communities suffer the most from pollution and the climate crisis, while benefiting the least from the growing clean economy. We advocate for strong, resilient, and healthy neighborhoods through policy work that ensures as the clean economy grows, it brings good jobs, better health, and opportunity to impacted communities. We are currently advocating for local, state, and federal measures that prioritize clean-energy investments in communities of color.

Dream Corps Tech was born in the wake of the murder of Trayvon Martin to undo the racist image that Black youth in hoodies are dangerous, while young white men in hoodies are potential tech leaders. We’re a national program cultivating future leaders and entrepreneurs from underrepresented backgrounds and creating a pipeline of diverse talent that will shift the culture of the tech sector. The systemic racism baked into our economy leaves Black and Brown Americans disproportionately trapped in low-wage jobs, despite their talent and creativity. Experts also warn of the potential new, high-tech manifestations of prejudice and algorithmic discrimination. We work to counter these trends in partnership with industry leaders who recognize the need to diversify their workforce. We empower and train untapped talent from underrepresented communities to enter the technology-fueled economy.

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

To orient people to our work and bring them into our vision for the future, we focus on excellence in three core ways—Communicate, Catalyze, Convene. The “three C’s” best utilize Dream Corps’s comparative advantage in the field.

Communicate: We tap into the genius that already exists in communities of color and low-income neighborhoods and use our platform to amplify these voices and normalize these ideas, needs, and solutions.

Catalyze: We create and seek out the brightest ideas and most innovative solutions and then cultivate and elevate them, creating movements to take the country from where we are to where we want to be.

Convene: We bring leaders from different backgrounds and issues to the table for strategic collaboration, idea sharing, innovation, and creative solutions.

We organize actions and mobilizations that generate media coverage, changing hearts and minds, and raising the necessary resources to take further action. This cycle of mobilization, media, and money drives the growth strategy behind our campaigns.

What are the organization's capabilities for doing this?
Dream Corps’ unique and intersectional mission and programming allows us to achieve impact effectively across both the fields of criminal justice reform and tech equity. Our staff expertise is a result of lived experience with these issues, which allows us to be on the forefront of innovating and creating new interventions. Dream Corps is uniquely positioned for success in this field because of our track record of building common ground with unlikely allies to achieve systems change, which differentiates us from others in the progressive movement. The credibility we have built across socioeconomic, racial, and party lines gives us a significant advantage.

**What have and haven't they accomplished so far?**

Since the Dream Corps was founded by Van Jones in 2015, our approach has led to significant wins in criminal justice reform, environmental solutions, increasing diversity in the tech sector, and increased civic engagement to strengthen our democracy and stand up to hate. Accomplishments include:

- 80+ Black and Brown individuals began life-changing tech careers in paid roles through TECH’s Job Training Cohort corporate partnership model
- $200K in scholarships awarded to Black and Brown talent to advance their careers in the tech sector
- 20,000+ individuals freed from federal prison due to JUSTICE’s work to support the passage of the First Step Act
- 30,000+ women in 15 states with increased access to healthcare and protections from abuse through the JUSTICE Dignity For Incarcerated Women campaign
- $55.5B in federal funding for low-carbon transit infrastructure projects secured through recovery bills through Green For All’s #FuelChange campaign
- Disseminated a Green For All policy toolkit to 1,500 state legislators on how to effectively and equitably price pollution to fund solutions and uplift communities.
## Financials

**FISCAL YEAR START:** 01/01  
**FISCAL YEAR END:** 12/31

- Financials audited by an independent accountant

### Financials Quick View

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total revenue, gains, and other support per audited financial statements</td>
<td>$51,341,172</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total expenses and losses per audited financial statements</td>
<td></td>
<td>$20,108,114</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Surpluses in last 5 years</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Negative Net Assets in past 5 years</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Financial Trends Analysis

#### Business Model Indicators

#### Profitability

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted surplus (deficit) before depreciation</td>
<td>$472,973</td>
<td>-$464,353</td>
<td>$4,051,296</td>
<td>$44,628,000</td>
<td>$35,538,521</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td>8.9%</td>
<td>-7.8%</td>
<td>66.7%</td>
<td>410.8%</td>
<td>177.1%</td>
</tr>
<tr>
<td>Unrestricted surplus (deficit) after depreciation</td>
<td>$467,320</td>
<td>-$466,074</td>
<td>$4,045,985</td>
<td>$44,612,923</td>
<td>$35,504,589</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td>8.8%</td>
<td>-7.8%</td>
<td>66.6%</td>
<td>410.1%</td>
<td>176.6%</td>
</tr>
</tbody>
</table>

#### Revenue Composition

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total revenue (unrestricted &amp; restricted)</td>
<td>$5,952,623</td>
<td>$5,286,317</td>
<td>$20,293,322</td>
<td>$57,812,679</td>
<td>$53,488,309</td>
</tr>
<tr>
<td>Total revenue, % change over prior year</td>
<td>-11.2%</td>
<td>-11.2%</td>
<td>283.9%</td>
<td>184.9%</td>
<td>-7.5%</td>
</tr>
<tr>
<td>Program services revenue</td>
<td>4.5%</td>
<td>2.1%</td>
<td>0.6%</td>
<td>1.6%</td>
<td>0.6%</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>0.1%</td>
<td>0.1%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>3.6%</td>
</tr>
<tr>
<td>Government grants</td>
<td>0.0%</td>
<td>0.0%</td>
<td>3.4%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>All other grants and contributions</td>
<td>94.7%</td>
<td>97.8%</td>
<td>95.9%</td>
<td>98.4%</td>
<td>101.2%</td>
</tr>
<tr>
<td>Other revenue</td>
<td>0.7%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>-5.4%</td>
</tr>
</tbody>
</table>

#### Expense Composition

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total expenses before depreciation</td>
<td>$5,299,044</td>
<td>$5,943,295</td>
<td>$6,073,745</td>
<td>$10,863,321</td>
<td>$20,067,182</td>
</tr>
<tr>
<td>Total expenses, % change over prior year</td>
<td>-31.1%</td>
<td>12.2%</td>
<td>2.2%</td>
<td>78.9%</td>
<td>84.7%</td>
</tr>
<tr>
<td>Personnel</td>
<td>46.9%</td>
<td>56.1%</td>
<td>65.3%</td>
<td>50.3%</td>
<td>44.7%</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>21.9%</td>
<td>21.6%</td>
<td>22.6%</td>
<td>26.4%</td>
<td>21.5%</td>
</tr>
<tr>
<td>Occupancy</td>
<td>4.1%</td>
<td>4.3%</td>
<td>3.9%</td>
<td>2.2%</td>
<td>1.3%</td>
</tr>
<tr>
<td>Interest</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Pass-Through</td>
<td>1.3%</td>
<td>4.8%</td>
<td>3.2%</td>
<td>11.8%</td>
<td>21.5%</td>
</tr>
<tr>
<td>All other expenses</td>
<td>25.8%</td>
<td>13.3%</td>
<td>4.9%</td>
<td>9.2%</td>
<td>11.0%</td>
</tr>
</tbody>
</table>
Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

<table>
<thead>
<tr>
<th>Full Cost Components (estimated)</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenses (after depreciation)</td>
<td>$5,304,697</td>
<td>$5,945,016</td>
<td>$6,079,056</td>
<td>$10,878,398</td>
<td>$20,101,114</td>
</tr>
<tr>
<td>One Month of Savings</td>
<td>$441,587</td>
<td>$495,275</td>
<td>$506,145</td>
<td>$905,277</td>
<td>$1,672,265</td>
</tr>
<tr>
<td>Debt Principal Repayment</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Fixed Asset Additions</td>
<td>$0</td>
<td>$6,921</td>
<td>$36,052</td>
<td>$0</td>
<td>$129,210</td>
</tr>
<tr>
<td>Total Full Costs (estimated)</td>
<td>$5,746,284</td>
<td>$6,447,212</td>
<td>$6,621,253</td>
<td>$11,783,675</td>
<td>$21,902,589</td>
</tr>
</tbody>
</table>

Capital Structure Indicators

Liquidity

<table>
<thead>
<tr>
<th>Months of cash</th>
<th>5.1</th>
<th>3.6</th>
<th>14.2</th>
<th>3.8</th>
<th>2.1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Months of cash and investments</td>
<td>5.1</td>
<td>3.6</td>
<td>14.2</td>
<td>56.7</td>
<td>54.0</td>
</tr>
<tr>
<td>Months of estimated liquid unrestricted net assets</td>
<td>0.2</td>
<td>-0.3</td>
<td>7.7</td>
<td>53.6</td>
<td>50.2</td>
</tr>
</tbody>
</table>

Balance Sheet Composition

| Cash                           | $2,251,299 | $1,799,834 | $7,209,741 | $3,435,231 | $3,525,088 |
| Investments                    | $0         | $0         | $0         | $47,917,980 | $86,796,772 |
| Receivables                   | $1,287,949 | $803,984   | $9,620,289 | $10,022,172 | $5,894,581 |
| Gross land, buildings, and equipment (LBE) | $76,022 | $82,942 | $118,995 | $117,192 | $246,402 |
| Accumulated depreciation (% of LBE) | 100.0% | 93.7% | 69.8% | 83.5% | 53.5% |
| Liabilities (as % of LBE)      | 15.6% | 32.1% | 6.8% | 1.4% | 4.8% |
| Unrestricted net assets        | $79,788 | -$125,022 | $3,920,963 | $48,533,866 | $84,038,475 |
| Temporarily restricted net assets | $3,056,217 | N/A | N/A | N/A | N/A |
| Permanently restricted net assets | $0 | N/A | N/A | N/A | N/A |
| Total restricted net assets    | $3,056,217 | $2,582,696 | $12,750,977 | $12,697,590 | $8,426,059 |
| Total net assets               | $3,136,005 | $2,457,674 | $16,671,940 | $61,231,476 | $92,464,534 |

Key Data Checks

Material Data Errors

<table>
<thead>
<tr>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<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, April 2024

CHIEF EXECUTIVE OFFICER

Nisha Anand

LinkedIn profile

Nisha Anand is the CEO of Dream.Org. Previously, Nisha served as Chief of Staff to Van Jones, CNN commentator and NY Times Bestselling Author. A veteran fundraiser and consultant with decades of experience in nonprofit development and management, Nisha has also served as Director of Development for The Ruckus Society, a national direct action training organization, and for San Francisco Women Against Rape, the city's rape crisis center. Nisha is a senior trainer and consultant with GIFT, the Grassroots Institute for Fundraising Training. As a certified coach, Nisha is a pioneer in the field of “fundraising coaching”–providing a unique blend of coaching people through their issues around money.

NUMBER OF EMPLOYEES

Source: IRS Form 990

BOARD CHAIR

Nisha Anand

BOARD MEMBERS

Julian Mocine-McQueen
Million Person Project

Henriette Vinet-Martin

Nisha Anand
Dream.Org
## 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>Nisha Anand</td>
<td>CEO</td>
<td>$192,841</td>
<td>$25,736</td>
<td>$0</td>
</tr>
<tr>
<td>John Payne</td>
<td>CFO</td>
<td>$177,363</td>
<td>$40,146</td>
<td>$0</td>
</tr>
<tr>
<td>Somer Huntley</td>
<td>COO</td>
<td>$175,341</td>
<td>$40,225</td>
<td>$0</td>
</tr>
<tr>
<td>Jaime Lunder</td>
<td>CHAIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Noland Chambliss</td>
<td>SECRETARY</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Diana Frappier</td>
<td>TREASURER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Lea Endres</td>
<td>BOARD MEMBER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Anthony K Van Jones</td>
<td>BOARD MEMBER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Nina Utne</td>
<td>BOARD MEMBER</td>
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</tr>
<tr>
<td>Julian Mocine-Mcqueen</td>
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<td>$0</td>
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<tr>
<td>Henriette Vinet-Martin</td>
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</table>
## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

### FISCAL YEAR 2020

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nisha Anand</td>
<td>CEO</td>
<td>$154,795</td>
<td>$24,600</td>
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</tr>
<tr>
<td>John Payne</td>
<td>CFO</td>
<td>$154,139</td>
<td>$37,593</td>
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<tr>
<td>Somer Huntley</td>
<td>COO</td>
<td>$148,709</td>
<td>$38,438</td>
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<tr>
<td>Jaime Lunder</td>
<td>CHAIR</td>
<td>$0</td>
<td>$0</td>
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</tr>
<tr>
<td>Noland Chambliss</td>
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<td>$0</td>
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</tr>
<tr>
<td>Diana Frappier</td>
<td>TREASURER</td>
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<td>$0</td>
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</tr>
<tr>
<td>Lea Endres</td>
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<td>$0</td>
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<tr>
<td>Anthony K Van Jones</td>
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<td>Nina Utne</td>
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<tr>
<td>Julian Mocine-Mcqueen</td>
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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
### FISCAL YEAR 2019

<table>
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<tr>
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<th>Title</th>
<th>Compensation</th>
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<th>Related</th>
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</thead>
<tbody>
<tr>
<td>Nisha Anand</td>
<td>CEO (STARTING 05/19)</td>
<td>$139,592</td>
<td>$23,136</td>
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<tr>
<td>Somer Huntley</td>
<td>COO</td>
<td>$132,731</td>
<td>$21,626</td>
<td>$0</td>
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<tr>
<td>John Payne</td>
<td>CFO (STARTING 03/04/19)</td>
<td>$111,319</td>
<td>$22,672</td>
<td>$0</td>
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<tr>
<td>Vien Troung</td>
<td>CEO (THRU 05/19)</td>
<td>$91,269</td>
<td>$17,400</td>
<td>$0</td>
</tr>
<tr>
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<td>CHAIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Noland Chambliss</td>
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<td>$0</td>
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<tr>
<td>Diana Frappier</td>
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# OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

**FISCAL YEAR 2018**

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<td>Vien Truong</td>
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<td>Somer Huntley</td>
<td>COO</td>
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<td>$30,638</td>
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<td>Nisha Anand</td>
<td>CHIEF OF STAFF</td>
<td>$111,580</td>
<td>$23,130</td>
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<td>Anthony K Van Jones</td>
<td>PRESIDENT</td>
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<tr>
<td>Nina Utne</td>
<td>TREASURER</td>
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<td>$0</td>
<td>$0</td>
</tr>
<tr>
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<td>$0</td>
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<tr>
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### HIGHEST PAID EMPLOYEES

**FISCAL YEAR 2021**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
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<tbody>
<tr>
<td>Michelle Romero</td>
<td>DIRECTOR</td>
<td>$148,857</td>
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<tr>
<td>Janos Marton</td>
<td>DIRECTOR</td>
<td>$131,155</td>
<td>$11,328</td>
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<td>Matthew Boitano</td>
<td>DIRECTOR</td>
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### HIGHEST PAID EMPLOYEES

**FISCAL YEAR 2020**

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<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
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<tbody>
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<td>Michelle Romero</td>
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<td>$18,994</td>
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<td>Alexander Gudich-Yulle</td>
<td>DIRECTOR</td>
<td>$109,396</td>
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<tr>
<td>Matthew Boitano</td>
<td>DIRECTOR</td>
<td>$101,809</td>
<td>$26,662</td>
<td>$0</td>
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### HIGHEST PAID EMPLOYEES

**FISCAL YEAR 2019**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Matthew Cherry</td>
<td>DEVELOPMENT DIRECTOR</td>
<td>$107,800</td>
<td>$21,626</td>
<td>$0</td>
</tr>
<tr>
<td>Alexander Gudich-Yulle</td>
<td>DEPUTY DIR. - #CUT50</td>
<td>$105,000</td>
<td>$12,664</td>
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<tr>
<td>Michelle Romero</td>
<td>DIRECTOR - GREEN FOR ALL</td>
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<td>$17,881</td>
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<tr>
<td>Jessica Jackson</td>
<td>DIRECTOR - #CUT50</td>
<td>$103,573</td>
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### HIGHEST PAID EMPLOYEES

**FISCAL YEAR 2018**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
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</thead>
<tbody>
<tr>
<td>Jessica Jackson</td>
<td>NATIONAL DIRECTOR CUT 50</td>
<td>$120,750</td>
<td>$30,700</td>
<td>$0</td>
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<tr>
<td>Michelle Romero</td>
<td>DEPUTY DIRECTOR- GREENFORALL</td>
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### Contractors
**FISCAL YEAR 2021**

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Type of Service</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dickinson &amp; Avella PLLC</td>
<td>111 WASHINGTON AVE SUITE 702, ALBANY 12210</td>
<td>LEGAL SERVICES</td>
<td>$994,462</td>
</tr>
<tr>
<td>Skdknickerbocker</td>
<td>1818 NORTH STREET NW SUITE 450, WASHINGTON 20036</td>
<td>CONSULTING</td>
<td>$680,200</td>
</tr>
<tr>
<td>Torrey Pines Bank V</td>
<td>1951 WEBSTER ST, OAKLAND 94612</td>
<td>INVESTMENT MANAGEMENT</td>
<td>$397,392</td>
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<tr>
<td>Floreo Labs LLC</td>
<td>419 E 72ND ST, NEW YORK 10021</td>
<td>CONSULTING</td>
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<tr>
<td>M&amp;r Strategic Services INC</td>
<td>1101 CONNECTICUT AVE NW STE 700, WASHINGTON 20036</td>
<td>CONSULTING</td>
<td>$283,500</td>
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### Contractors
**FISCAL YEAR 2020**

<table>
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<th>Name</th>
<th>Address</th>
<th>Type of Service</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sunshine Sachs West</td>
<td>136 MADISON AVENUE, NEW YORK 10016</td>
<td>COUNSULTING</td>
<td>$200,313</td>
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<tr>
<td>Armanino LLP</td>
<td>12667 ALCOSTA BLVD STE 500, SAN RAMON 94583</td>
<td>ACCOUNTING SERVICES</td>
<td>$149,765</td>
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# Professional fundraisers

**FISCAL YEAR 2020**

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<tr>
<th>Fundraiser name</th>
<th>Type of service</th>
<th>Gross receipts from fundraising</th>
<th>Retained by organization</th>
<th>Paid to fundraiser</th>
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<tr>
<td>GEMTRAINERS LLC</td>
<td>CONSULTING</td>
<td>$0</td>
<td>$0</td>
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<td>WHIT &amp; WISDOM</td>
<td>CONSULTING</td>
<td>$0</td>
<td>$0</td>
<td>$91,000</td>
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### Paid Preparers
#### FISCAL YEAR 2022

<table>
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<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
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<tbody>
<tr>
<td>ARMANINO LLP</td>
<td>94-6214841</td>
<td>2700 CAMINO RAMON STE 350, SAN RAMON CA 945835004 USA</td>
<td>925-790-2600</td>
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### Paid Preparers
#### FISCAL YEAR 2021

<table>
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<th>Firm Phone</th>
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<tbody>
<tr>
<td>ARMANINO LLP</td>
<td>94-6214841</td>
<td>12657 ALCOSTA BLVD STE 500, SAN RAMON CA 945834600 USA</td>
<td>925-790-2600</td>
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### Paid Preparers
#### FISCAL YEAR 2020

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<tr>
<td>ARMANINO LLP</td>
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<td>12657 ALCOSTA BLVD STE 500, SAN RAMON CA 945834600 USA</td>
<td>925-790-2600</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.

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**: Asian/Asian American
- **Gender Identity**: Female, Not transgender
- **Sexual Orientation**: Heterosexual or Straight
- **Disability Status**: Person without a disability

### Race & Ethnicity

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<table>
<thead>
<tr>
<th></th>
<th>Board Members</th>
<th>Staff</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian/Asian American</td>
<td>8%</td>
<td>6%</td>
<td>17%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>25%</td>
<td>31%</td>
<td>33%</td>
</tr>
<tr>
<td>Hispanic/Latino/Latinx</td>
<td>13%</td>
<td>6%</td>
<td>25%</td>
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<tr>
<td>Middle Eastern/North African</td>
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<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Native American/Alaskan Indian/Alaskan</td>
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<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
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<td>0%</td>
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<tr>
<td>White/Caucasian/European</td>
<td>63%</td>
<td>24%</td>
<td>25%</td>
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<td>Multi-Racial/Multi-Ethnic (2+ races/ethnicities)</td>
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<tr>
<td>People who prefer to identify with another race or ethnicity</td>
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<td>0%</td>
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</tr>
<tr>
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<td>0%</td>
<td>33%</td>
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</table>
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### Gender Identity

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<td>Female</td>
<td>65%</td>
<td>60%</td>
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</tr>
<tr>
<td>Male</td>
<td>35%</td>
<td>40%</td>
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<tr>
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<tr>
<td>People who prefer to identify with another gender identity</td>
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<td>0%</td>
<td>0%</td>
</tr>
<tr>
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<td>0%</td>
<td>27%</td>
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```

### Transgender Identity

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<th>Senior Staff</th>
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<tr>
<td>Transgender</td>
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<tr>
<td>Not transgender</td>
<td>100%</td>
<td>0%</td>
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<tr>
<td>People who prefer to identify with another gender identity</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
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```

### Sexual Orientation

**No data**

### Disability

**No data.**
Equity Strategies  Last Updated: 11/17/2020

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 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 have a promotion process that anticipates and mitigates implicit and explicit biases about people of color serving in leadership positions.

✓ 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 measure and then disaggregate job satisfaction and retention data by race, function, level, and/or team.

✓ 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

<table>
<thead>
<tr>
<th>Category</th>
<th>Year</th>
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<td>IRS Forms 990</td>
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</tr>
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<td>2018</td>
</tr>
<tr>
<td>IRS Forms 990T</td>
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<tr>
<td>Audited Financial Statements</td>
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<td>Key Organization Documents</td>
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<td>Letter of Determination</td>
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<td>2011 Annual Report</td>
</tr>
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<td></td>
<td>2009 Annual Report</td>
</tr>
<tr>
<td></td>
<td>Key Revenue &amp; Expense Data from Form 990</td>
</tr>
<tr>
<td></td>
<td>Key Balance Sheet Data from Form 990</td>
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</tbody>
</table>
Dream.Org

Aka Dream Justice, Dream Green For All, Dream Tech

1630 San Pablo Ave 4th Floor
Oakland, CA 94612

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

IRS Publication 78 Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Location</th>
<th>Most recent IRS Publication 78</th>
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<tbody>
<tr>
<td>Dream Org</td>
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<td>June 2024</td>
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Deductibility status description: A public charity (50% deductibility limitation).

<table>
<thead>
<tr>
<th>EIN</th>
<th>Verified with most recent Internal Revenue Bulletin</th>
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</thead>
<tbody>
<tr>
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<td>June 17, 2024</td>
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IRS 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>DREAM ORG</td>
<td>June 10 2024</td>
<td>Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>EIN</th>
<th>IRS subsection</th>
<th>Foundation Code</th>
<th>Foundation Code Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>26-1140201</td>
<td>This organization is a 501(c)(3) Public Charity</td>
<td>15</td>
<td>Organization which receives a substantial part of its support from a governmental unit or the general public</td>
</tr>
</tbody>
</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.
- 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 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 IRS Revenue Procedure 2011-33 lists 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 IRS Business Master File lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.
- 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 Department of the Treasury, 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.